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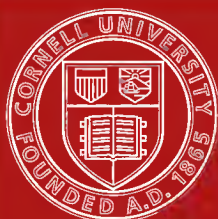
With the
Pressmen and Assistants
OF
North America.

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THE PRESSMEN AND ASSISTANTS' HOME, ROGERSVILLE, TENNESSEE, U.S.A.

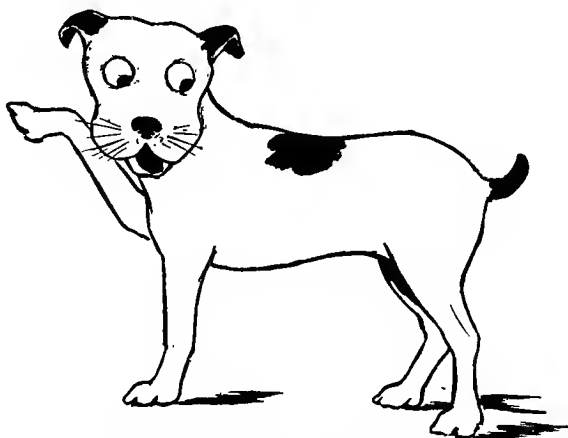


TECHNICAL TRADE SCHOOL. BATH HOUSE. ENGINE SHED, ETC. SUPERANNUATED MEMBERS' HOME.

Isaacs, George Alfred, 1883-

With the
Pressmen and Assistants
OF
North America.

THE REPORT OF GEORGE A. ISAACS UPON HIS VISIT AS A FRATERNAL
DELEGATE FROM THE NATIONAL SOCIETY OF OPERATIVE PRINTERS
AND ASSISTANTS, TO THE 26TH ANNUAL CONVENTION OF THE INTER-
NATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION OF NORTH
AMERICA, HELD IN JUNE AT ROGERSVILLE, TENNESSEE.



THE LITTLE YELLOW DOG.

PUBLISHED BY
THE NATIONAL SOCIETY OF OPERATIVE PRINTERS AND ASSISTANTS, 26, BLACKFRIARS
ROAD, LONDON, S.E.

SOLD BY
THE PRINTERS' MEDICAL AID AND SANATORIA ASSOCIATION, 68, FLEET STREET, LONDON, E.C.

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INTRODUCTION.

It is not the good fortune of many British Trade Union officials to be given the opportunity of visiting America for the purpose of officially representing their union at an International Convention; and it speaks well for the zeal and spirit of the Executive Committee and members of the Operative Printers' and Assistants' Society that they should have appointed their General Secretary (Mr. G. A. Isaacs) to attend the Convention of the Pressmen's Union, held at Rogersville, Tennessee, during the past summer. As will be gathered from a perusal of the following pages, Mr. Isaacs carried out the task entrusted to him in the most thorough manner, to the expressed satisfaction of those with whom he was brought into contact on "the other side," and with high credit to himself and to those whom it was his privilege to represent officially.

In addition to carrying his mission to a successful conclusion, Mr. Isaacs has found time to commit to paper his "impressions" of American Trade Union methods and men, and the variety of subjects dealt with, together with the useful information he was able to collect, give clear and convincing evidence of the keen and observant manner in which his task was carried through. Intended primarily for the benefit and information of the members of his own Society, there is not a branch of the printing industry the members of which can fail to be other than interested in reading the writer's views and impressions. And the fact that the illustrations were "taken" by Mr. Isaacs adds to the interest with which the book will be read.

Supplementary to the excellent account of the proceedings at the International Convention, several subjects of general interest are dealt with, by no means the least important being the description of the Pressmen's Home and Estate, which must, indeed, be a beneficent and valuable asset to the members of the American union.

The constitution of the Pressmen's Union will also attract the keenest interest, particularly the passage of the Bill for the regulation of fraternal committees and trial committees, a subject of considerable work new to this country, but well worth the time and trouble of study.

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also the agreements governing the relationship with kindred unions, as well as between the Pressmen's Union and the Employers' Associations.

Included among the more general subjects will be found a description of the manner in which the Trade Union label or trade mark is applied, thereby securing the recognition and purchase of union-made goods ; and, to enable the British Trade Unionist to "compare" with his American brother, the writer has compiled a valuable table, giving the comparative cost of food, clothing, etc., together with the wage standards.

Mr. Isaacs is to be heartily congratulated upon the earnest manner in which he has collected information of so interesting and useful a character, and upon the descriptive and concise mannner in which he has presented it to his readers.

C. W. BOWERMAN.

December, 1914.

OUTWARD BOUND.

In accordance with the arrangements made by our Executive Council, and approved by the membership, I commenced my journey to America on Saturday, May 30th, 1914, to attend the Annual Convention of the International Printing Pressmen and Assistants' Union of North America. The chief objects of the visit were to convey fraternal greetings to our American brothers, to study their economic, industrial, and social conditions, to compare our society's constitution and methods with theirs, to examine details of contributions and benefits, and to arrange for the transfer of members upon a reciprocal basis. The time at my disposal was limited, but the facilities given to me were unlimited.

Bon Voyage.

I left Euston at 9-30 a.m. for Liverpool, many officers of the society and other friends being present to wish me godspeed. Among the number was our respected friend Mr. C. W. Bowerman, M.P., who, although he is one of the busiest men in the Labour movement, yet found a few moments to spare to be with the "Natsopa boys," and to cordially join in their good wishes. Mr. Bowerman's kindly interest in our society has often been evidenced, and this further instance was very encouraging to me. Thus my journey started, amid old and new friends, and in the earnestness of their good wishes I left full of hope for the future.

On Board the "Aquitania."

My passage was booked on the maiden trip of the monster Cunarder "Aquitania," and upon arriving at the Riverside Station, Liverpool, I was astonished at the enormous size of the vessel; but, in spite of its size, the cabin I occupied in company with another passenger was uncomfortably cramped. We left the stage at 2-30 prompt, amid the cheers of thousands of people who had gathered to witness the departure of "Britain's largest liner," and with the salutes of numerous ferry-boats and tugs, which were making painful efforts to imitate the crowing of barndoor fowl. So began the maiden trip across the Atlantic of the "Aquitania" and the writer, and as we swung clear of the stage and headed into the golden sunshine I wondered what was in store for the boat and myself, and whether I should accomplish the mission entrusted to me. As Liverpool began to fade from view I went below to "make ready" for the "run," and there found several telegrams expressing the wishes of the senders for a safe and happy voyage.

Life on Board.

The first thing to be done was to book a seat in the dining saloon. This was a huge and well-lighted room, 104ft. long, and stretching the whole width of the ship. The smoking-room was as comfortable as one could desire, as was the lounge on deck. The drawing-room was unfinished, and it was only by working the decorators both night and day that it was open for use on the last day of the trip. In

each room were plenty of comfortable seats, and on the open deck a number of deck chairs were arranged in rows. These, however, could only be used upon payment of a fee of 4s. for the voyage. As there were no other seats of any kind in the open it was a necessity to pay this fee, which seemed to me an imposition in face of the cost of the voyage. On one of the lower decks was a well-equipped gymnasium, but this, like the cabin accommodation, was exceedingly cramped, and was useless if more than half-a-dozen passengers sought exercise at the same time. The foregoing was the equipment of the second-class part of the boat. In the first class there was a swimming-bath, but as the "class" division is rigidly drawn on board ship all my efforts to secure a morning dip were futile. I soon began to see and feel the existence of three different classes—in fact, three different worlds—on board, and found on inquiry that the same



R.M.S. AQUITANIA : STEERAGE DECK.

conditions prevail on other liners. Two-thirds of the upper portion of the vessel from the bows is reserved for the first-class passengers. The second class have the remaining third of the upper portion, whilst the steerage passengers are kept to the lower portion, the only open deck allotted to them being the steerage deck, which is lumbered with capstans and winches, and is without a seat of any kind. The accompanying picture, taken on board the "Aquitania," will give an idea of the space available for steerage passengers, who had to sit or lie on the deck if they desired to enjoy the open air.

By 4 o'clock we were fairly settled down, and having found the run of the boat I went on deck to look round. We were then sailing down the Irish Channel, the sea as smooth as a pond, and within view of the Welsh coast, the mountains and valleys, with their many small cultivated fields, being distinctly visible, looking from the distance much like a patchwork quilt. After dinner the Welsh coast had disappeared from view, but on the other side the coast lights of Ireland were visible, the land in the evening light looking like a

hazy cloud. The boat was now travelling at a speed of 23 knots an hour, with an entire absence of vibration, and absolutely no motion or rolling of any kind. The beautiful sunset was followed by a wonderfully clear evening, with a star-spangled sky, a spectacle which kept many passengers on deck until very late. At 10-30 I retired for my first night on board so large a vessel and soon fell asleep. When I awoke the next morning I was unable to stand when I climbed down from my bunk. It was nature's reminder that for many weeks I had been burning the candle at both ends and a rest was imperative. But with plenty of sleep, the clear sea air, and gentle exercise, I was my old self before I reached New York.

The time was passed by the passengers in various ways. Some played cards in the smoke-room; others played deck quoits, etc. Some, I am sure, made new friends with the opposite sex, and doubtless told the old, old story that is ever new. It is easy to make friends on board ship; but I had with me some of my oldest and best friends, my books. I was quite content with John Ruskin's "*Fors Clavigera*," and "*Unto this Last*," G. S. F. Cole's new book "*The World of Labour*," and the Constitution and Laws of the I.P.P. & A.U.

One of the pastimes of the first-class passengers was to come to the rail dividing them from the second class and gaze down upon us in a bored or amused manner; and the people in the second class would do likewise to those in the steerage. It is often said that there is no class war—well, if there is not there should be, and soon would be if people felt as I did as I reviewed the conditions and examples on board that boat, which was full of class opposition and class division. Ruskin's denunciation of snobbishness was a source of joy to me, and I would have given much for an opportunity to quote a few choice sentences of his withering scorn for the special benefit of the specimens we were afflicted with. Here on one vessel were a number of human beings divided into three distinct races simply by calculating how much of the world's goods each possessed, ignoring hearts, brains, and humanity. The only time the second class were allowed to mix with the first was at divine service on Sunday, when we were allowed to enter the first saloon after the "first-classers" had taken their seats. There was no fee for admission to the service, but we were allowed to pay to the Seamen's Orphanage as we came out instead. During the week, and also on my return voyage, there were numerous collections for this institution, but if the shipowners paid a living wage to the seamen and stewards, relieving them of their dependence for a living wage upon the generosity of the passengers, there would be no need for this continual cadging, as the men could provide a decent life for their children and pay their own dues to an Orphanage Fund.

Great excitement was caused when another vessel was sighted, all the passengers running to get a view, to guess its name, and so on. The one event of note on our voyage was the stopping of the engines for three hours on the Wednesday morning, about 2 a.m., owing to the dense fog and the close proximity of icebergs. Luckily

there were no managing directors on board, or we might have tried the same trick as the "Titanic."

In Sight of Land.

On Thursday afternoon we were supplied with papers on which to declare our possessions, for the information of the U.S. Customs. On Friday I arose at 4-30 a.m., and, looking out of the porthole, could just distinguish the American coast. Shortly after, the pilot came on board to steer us through the long stretch of water, which was carefully marked with buoys. Then came the quarantine boat, with doctors and emigration officers, the first examining us physically, the last asking us where we were going, age, place of birth, etc., finishing up with the all-important "How much money have you?" These questions answered, we were each given a "landing card," without which no person was allowed to leave the boat. A mail boat was alongside, taking off the mails, many of the letters being delivered before we landed.

A Greeting.

When I returned to my cabin after breakfast I received the following message, sent to me by wireless:—

George Isaacs, ss. "Aquitania," Seagate.

Fraternal greetings from International Pressmen and Assistants' Union and the Labour movement of America. Will meet you at Pier.

KELLY and McHUGH, Vice-Presidents.

Thus did welcome begin, and to me, a visitor approaching a strange land, it seemed that a big, warm hand had reached out across the miles of water that still separated me from New York, and had given me the firm grip of friendship. This was my first taste of the kindness, the hospitality, and thoughtfulness of the two good chums whose names were attached to the message. With a happy heart and an eagerness to land and meet my new friends, I went on deck to watch the beautiful panorama spread out on each side. I shall not attempt a word picture of the scene, for that is beyond me, but I just want to give a brief reference to one or two things that impressed me.

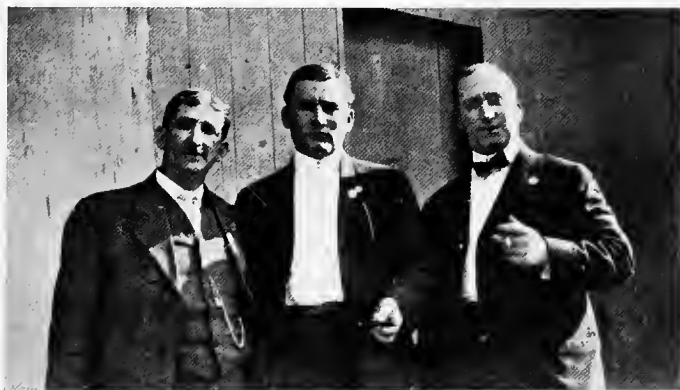
I first noticed, as we continued up stream, the Statue of Liberty, given by the people of the French Republic to the American Republic in 1884. This stands on an island in the centre of the waterway, and later I had an opportunity of climbing the stairway leading to the top of the figure and enjoying a view of the harbour.

The Hudson river is here about as wide as the river Mersey at Liverpool, and the ferries, tugs, and other craft made the water look almost as busy as Fleet Street. I was astonished at the great amount of traffic that was evidently getting through without trouble.

On our right lay the Manhattan Sky Line, the cluster of huge buildings for which New York is famous, but whose size is not realised until one stands in the streets of the city. We were now opposite our dock, and in less than half-an-hour—to be precise, at 11 a.m. on Friday, June 6th—with the aid of a fleet of powerful tugs, we turned broadside to the stream and made fast to the pier. Securing my baggage, I crossed the gangway and was on American soil.

RECEPTION AT NEW YORK.

I had just stepped off the gangway and deposited my suit-case bearing my initials on the ground, when a sturdy young man came up to me and gave the suit-case a close look. To my astonishment, he said: "You are brother Isaacs!" And upon my admission of the fact he gave me a warm hand-shake, and said "I am charged by Bro. Gompers, the President of the American Federation of Labour, to bid you welcome in the name of the organised Labour movement of the American Continent." I was taken aback by this ready recognition, but had no time to reply, for I saw approaching me a man wearing our Natsopa button. As I was also wearing the badge, there was no need for introduction, and I was soon receiving from Bro. Kelly the welcome of the I.P.P. & A.U. I now learned that my



TOMMY KELLY. BILLY MCHUGH. DENNIS COLLINS.

THE RECEPTION COMMITTEE.

first greeting had come from Bro. Dennis Collins, of the American Federation of Labour, who had attended under the instructions of Bro. Gompers (but whose presence was unknown to Bro. Kelly), and that Bro. McHugh had been left on guard at the gate in case by any chance I was missed by Bro. Kelly.

Baggage examination was the next matter to receive attention. All around me trunks, boxes, and bags were being turned inside out by the Customs officers. In my case examination was a trifling affair, which may have been attributable to the fact that Dennis Collins was a chum of the examiner. With the Customs stamp on my "grips" (they were bags no longer), we made for the exit, where I met Billy McHugh. He is a typical American, big built, hearty, and happy, with a smiling face, and greeted me in a jovial voice: "Bro. Isaacs, George, my boy, welcome to America. Do you smoke? Have a cigar? Come, let's get moving!" A comprehensive

welcome! Kelly and McHugh had been up early that morning, and had had the forethought to send me that message of welcome across the waters. A "machine" (motor-car) was chartered, and we drove to the Continental Hotel, in the Broadway, New York, where rooms had been reserved. A look round here, and my three Irish Americans forming the Reception Committee decided that the best thing to do was to hire another machine, drive round the town, and end up with a dinner at City Island.

A "Shore Dinner."

I am not going to attempt to describe any of the many drives I had through various towns, but a description of my first meal on American soil will be interesting. I was asked what I would like, and I left it to Dennis Collins, who decided on an American "Shore Dinner," to give me an example of American food. We started with fresh clams, a clam being a shell fish, similar to our cockles, but as large as an oyster. This was followed by clam broth, then came stewed clams, and then the famous clam chowder. Butter was used in large quantities, being served melted for eating with stewed clams. Next came fried eels, then lobster, and roast chicken, finishing up with ice-cream! It was a clammy meal, and small wonder I awoke at 2 a.m. the next morning with a decidedly clammy feeling, except in my chest, where there seemed to be a cannon ball. I was nearer to being seasick then than at any time on the boat, and I steered clear of "clam" for many days after.

Boon Companions.

As the day wore on I found the temperament of both my custodians. Bro. Kelly was always ready for fun, but carried a serious look, which was exceedingly deceptive. He gave me the impression that he considered taking me in charge was assuming great responsibility, but he did not let his responsibility stand in his way when an opportunity presented itself for a practical joke. Bro. McHugh was of a volatile disposition, always smiling, and never caring a rap what came next so long as things at the moment were all right. He was, in fact, as I learnt later on, what Americans call "a real live wire." Before I left the United States I knew that beneath Bro. McHugh's frivolity was a keen and serious determination to stand to his guns with a tenacity of purpose that was only equalled by his intense love of fun when the proper time for fun arrived. It was amusing to hear these two comrades discussing arrangements for my trip. McHugh would fire off a suggestion like a shot; Kelly would turn it inside out, and then turn it down. He would then follow with a counter suggestion, which would receive short shrift at the hands of McHugh; but Kelly was treasurer of the party, and that always gave him an advantage when the vote was taken. I keenly enjoyed the running fire of witticisms that accompanied each such discussion.

On the Friday evening I was taken to see the famous Jewish play "Potash and Perlmutter." The opposition of Potash and

Perlmutter, who were partners in a clothing factory, and the fact that Perlmutter generally had his own way, led me to name Kelly as "Perlmutter" and McHugh as "Potash." They both appreciated the application of their new names, and as such they were known until the end of the trip.

An American Breakfast.

The next morning I had my first American breakfast, which is as different from the English breakfast as is chalk from cheese. Directly you go into the dining-room, restaurant, or café, wherever you happen to be taking your meals, the first thing that is served is a glass of ice water, and this glass is kept replenished during the whole of the meal, whether you are drinking coffee, cocoa, or any other beverage with it. Fruit is eaten at all American breakfasts in great quantities, the favourite at this period being grape fruit and canteloupe. A canteloupe is very similar in taste to an English water melon, and about as large as a cocoanut, with a green skin, somewhat like a vegetable marrow. Water melons in America differ very much from the water melons we get in England. They are much larger, the flesh is solid and pink in colour, and melts directly it is put into the mouth. Eggs are cooked in an infinite variety of ways, and the methods of serving are equally diverse. Tea as a beverage is almost unknown, coffee being the general liquid for breakfast. The variety of food on a breakfast menu is astonishing, and one is surprised to notice the almost complete absence of the staple breakfast food in England, namely, eggs and bacon.

Breakfast over, we again met Dennis Collins, chartered a machine, and started for a tour of inspection of New York City. I was taken to the home of Bro. Collins, and at once commenced my inquiries into the differences of living between England and America. I obtained a deal of useful information from Mrs. Collins, which came in handy for comparison. We drove round the part of New York comparing with our West End, and later through the residential district of the working class. My companions gave me all the information and figures I sought, and after one had grasped the difference between English and American money comparison was fairly simple.

The rest of Saturday was spent in making the acquaintance of officers of the local branch and in visiting various stores in New York City with a view to comparing prices of goods with the prices of similar goods in England.

Coney Island.

The next day we paid a visit to Coney Island, the famous pleasure resort of New Yorkers. Although it was a Sunday the Island was crowded with holiday-makers, the crowd being far greater than a Bank Holiday crowd at Hampstead Heath. There were innumerable side shows, with all sorts of diversions—shooting galleries, switch-backs, and mountain railways. Fun was far cheaper than in England. By paying half-a-dollar (roughly, 2s.) one could go into one of the

great fair grounds and sample 32 out of about 40 of the various side-shows. You were given a card as you entered on which were 32 numbers, and a hole was punched in the number that corresponded to the number of the show you entered. In England a fee of at least 2d. would have been charged for admission to each. Nobody troubled to be dignified on Coney Island. Everybody forgot they were no longer children, and remembered only to abandon themselves entirely to the spirit of fun and have a real good time.

On the famous Coney Beach men and women of all ages were lying or strolling about the beach in bathing costumes, but very few troubled to go swimming or bathing. Bro. Kelly being the treasurer, McHugh and I trusted him with our valuables whilst we disrobed and went swimming. The huge Atlantic rollers that came sweeping on to the beach were not to be trifled with and exacted respect from experienced bathers.

At 7 o'clock in the evening it was almost impossible to move about the streets so dense was the crowd of people, and I was informed that this was usual every Sunday in the summer season. We left Coney Island about 12 midnight on Sunday, the place still crowded, and all the shows going at full speed. Our stay would have been longer, but we had to catch an early train for Philadelphia the following morning.



AT CONEY ISLAND.

PHILADELPHIA, THE "CITY OF BROTHERLY LOVE."

We were due to leave New York by the 9 o'clock train, but the distractions involved in the visit to Coney Island prevented us rising early enough to catch it. We therefore made for the railway station (in America called a "depot") to catch the 11 o'clock train. I was struck by the enormous difference between the American and English railway stations. In all the chief cities the stations are handsome buildings, containing a huge waiting-room, with rows of comfortable seats, where one can wait in comfort. In the small depots an attendant calls out the name of each train and its stopping places, but in the larger depots this is done by a huge megaphone. It is rather uncanny to hear a big voice booming through the large waiting halls, yet unable to discover whence it comes.

The journey from New York to Philadelphia takes two hours. It was a fairly hot day, and as soon as we had obtained our seats in the train the passengers divested themselves of their coats and settled down to make friends with the persons who happened to be sitting next to them. The carriages themselves are much different from our English carriages, being long, open coaches, the seats placed as they are on the top of our English tramcars, only with considerably more space between them.

We arrived in Philadelphia at 1 o'clock, and found that city simply sweltering in the heat. We had but a few yards to go to the hotel, where we arrived in an absolute bath of perspiration. I was still wearing the usual English spring underclothing, and in a temperature of 95deg. in the shade it was not long before a change was necessary. I therefore invested in some American summer underwear, had a cold bath, and felt more comfortable.

News of our departure from New York had been telegraphed ahead, and four of the local Assistants' Union met us as a Reception Committee, charged to make me comfortable during my short stay in their city.

Independence Hall.

During the afternoon we paid a visit to the famous Independence Hall. This is the most interesting historical building in the United States, as it was here that the British people in the colony of America determined to declare their independence, consequent upon the misrule to which they had been subjected. The actual table, inkstand, and chairs used by the Assembly at the momentous meeting whereat the Declaration of Independence was signed are carefully preserved in one chamber. It was in this room also that George Washington accepted command of the troops who were to fight against the British Army. In another portion of the building is

preserved the bell that hung in the old tower and rang out on July the 4th many years ago the first sounds of liberty and independence. For many years it was rung on each anniversary of that memorable day, and, finally, due perhaps to the vigorous fashion with which Independence Day is always celebrated, the bell cracked, and is now admired as an ornament, its day of use being over.

Decoration Day.

Philadelphia in America is called "The City of Brotherly Love," and if my case is any criterion there is plenty of evidence to justify the title. I was taken to see the grave of Benjamin Franklin, which consists of a simple, plain stone lying flat in the grounds attached to an old church, its only decoration being the American Flag. I noticed many of the graves in this and other cemeteries were decorated with the Stars and Stripes, and it was explained that it is the custom once each year on a day known as Decoration Day to place the national flag on the grave of every person who has served his country. "Gone but not forgotten" has a real meaning in the United States, Decoration Day being quite an institution throughout the country. Too often in England we forget our comrades, but it has been said, "To live in those we leave behind is not to die." The Americans hold that to be true, and observe it by the use of their national emblem.

The Curtis Publishing Company.

The local Reception Committee asked if I desired to see the largest printing plant in the United States, viz., the Curtis Publishing Company. I readily agreed, and arrangements were made on the telephone for a visit to the works the same evening. I am not going to attempt a detailed explanation of what I saw in this plant. I propose to give particulars only of those things that are strange or new to us in England.

The firm is mainly a magazine printing works, and relies almost entirely on rotary machines, or, as they are called in America, web presses. The press-room contains 75 single-colour presses, ten two-colour, four three-colour, and 17 four-colour, employing 175 pressmen (machine minders) and 300 assistants.

The four-colour presses are operated on what is known as the McKee process. These presses are built by Cottrell and Company, upon the rotary principle, with an open delivery, and the plates are specially prepared to obviate a great amount of making-ready, the four colours being printed in the one operation. The printed sheets are delivered with an interleaving sheet, inserted by an automatic attachment. To remove the interleaving sheet, the printed sheets with the interleaf are taken to a separate machine, where by the aid of an automatic feeder the printed sheets are delivered on to one stack and the interleaving sheet on to another stack, the printed sheets being knocked up square and true, ready for the cutting machine. The work produced by these presses is of the highest class, and appears to me to be about the last word in rapid colour printing.

On all the rotary presses is an "electric detector," which notes any flaw in the reel (which, by the way, is of first-class glazed paper), and upon any such flaw becoming known the apparatus is put into motion and immediately stops the press. This, I was told, is the invention of a pressman, the firm having taken it up and given the inventor the benefit of his brain's work.

I was shown also collating, binding, and cutting machines of a most up-to-date type. I made a superficial inspection of the composing and stereotyping departments, the restaurant and feeding-rooms, but confined my investigations mainly to the departments in which our own society is mostly concerned.

I specially noticed the absence of that supposed "hustle" which we have been told is a feature of American printers. The men were all working at a normal pressure, and there was a far more friendly feeling between the men, the foremen (overseers), and the management than exists in England. The foreman exercises his control with a democratic attitude, and there is an entire absence of that dogmatic officiousness which far too often marks an English overseer. The workmen in America are known to their foremen by their Christian names, and vice versa, whilst the relationship of one to another is of a most cordial character. This was a characteristic of all the big printing offices I visited, and I was especially watching this feature, because I have myself whilst working at the trade been reminded that we do not work like the Americans. When next an overseer returns from a trip to the States with his wonderful yarns of how the men hustle, and so on, just remember the statement I have made, and realise that what he refers to is not exactly what he has seen in America, but what he desires to see in his own department. In all the offices I visited I found the men happy and contented, probably due to the fact that the International Printing Pressmen and Assistants' Union has jurisdiction over the overseers as well as over the journeymen and assistants.

I was shown many instances of the inventive genius of the workmen themselves, which had been encouraged by the firm, and had been of considerable advantage to the inventor also. Men are encouraged to think in American workshops, and employers recognise that the brain of the workman is just as likely to conceive useful ideas as the brain of the manager. We know what happens in England if a man thinks he can see a fault in the press or has an idea of an improvement. He is generally told he is not there to do the thinking, somebody else is paid for that job, and he can get on with his work.

On leaving the Curtis Company's plant, it being only midnight and much too early to go to bed, I was taken to see a game of bowls. I at once conjured up in fancy a nice, cool bowling green, away from the noise of the city. When I reached the playing ground I found it was a magnified skittle alley in a stuffy room on the top floor of a big building. The game is really skittles, but played on a highly polished alley, with huge wooden balls as large as footballs, each weighing 17lb. The ball is held by inserting the thumb and first two

fingers into holes on the top of the ball, and is thrown in a fashion somewhat similar to throwing a water polo ball. It is a skilful game, and a most strenuous exercise in comparison with our leisurely pastime of the same name.

The following day a visit was paid to the headquarters of the Pressmen's Society, where I was given an opportunity of inspecting their method of dealing with unemployed members and other details concerned with the work of the society.

At 12-20 we left Philadelphia for Washington.

WASHINGTON IN SWELTERING HEAT.

The journey from Philadelphia to Washington occupies three hours, and traverses interesting and historic scenery. Shortly after leaving the "City of Brotherly Love" the train journeys along the lovely banks of the River Delaware, made historical by the many stirring events enacted in the vicinity from the time of the Pilgrim Fathers down to the American-British War and the American Civil War. The country through which we were travelling was very similar to the home counties in England, except that rivers were far more numerous, and each of them much wider than the Thames at London Bridge. We travelled some miles alongside the Black River, and later crossed the River Susquehanna, which at this spot is fully three times as wide as the River Thames. I am fairly familiar with early American history, and the names and scenery aroused memories of tales of the early settlers and Indian warfare. It was, indeed, a privilege to be on the scene of some of the stirring events that one has read and re-read with many thrills in boyhood days.

The American Federation of Labour.

We arrived at Washington at 3-20, to find the weather far hotter than it was in Philadelphia. After registering at the Raleigh Hotel, where we were given rooms on the seventh floor, we left, in a temperature of 99deg. in the shade, to visit the headquarters of the American Federation of Labour. I had the privilege of a long talk with Bro. Gompers, the President of the American Federation of Labour, during which the constitution and methods of that vast organisation were explained to me. I was shown the system of administration in use, including their statistical and publishing departments, and given a quantity of useful documents for future reference.

The Federation of Labour at that moment were concentrating all their efforts upon the enactment of a Bill destined to remove the American Trade Unions from the scope of the Sherman Anti-Trust Laws, prevent the unfair issue of injunctions against them, and declare legal those actions which have been declared to be illegal by many judges in a biased interpretation of the law. The Bill in question has just passed the House of Representatives (equal to our House of Commons), and was awaiting the consideration of the Senate (approximating to our House of Lords). I had an opportunity of reading and discussing this Bill, which is based upon our Trade Disputes Act of 1906, in many parts the identical language of the Act being used. The American Bill, however, goes much further than ours, and will be a charter of liberty to organised Labour of America, removing it from the interference of biased judges, and protecting it from the unscrupulous methods of rich corporations, but still not giving to the worker anything more than

the justice and fair treatment that his economic position entitles him to. Happily, the efforts of the American Federation of Labour have been successfully consummated, and the Bill has now become the law of the United States of America.

Secretary of State for Labour.

Through the kindness of Bro. Gompers, I was given an opportunity of meeting Secretary W. B. Wilson, of the United States Department of Labour. This gentleman—who is still a member of the United Mine Workers' Association—represented the American Convention of Labour at the Trades Union Congress in England in 1910. Upon being introduced to him, he at once recalled my introduction to him in Sheffield. We chatted for a little while upon the relationship of Labour between England and the United States, and he expressed a desire to be remembered to Mr. Bowerman and others who knew him in England. For so busy a man he gave me a considerable amount of time, and finally arranged for me to meet the President of the United States of America.

The White House.

The next item on our programme was a visit to the official residence of the President of the United States of America. A simple white house in a beautiful garden containing old English flowers, surrounded by cool, green lawns and majestic trees, is the home of the Chief Officer of this great nation. The business of the nation at that period was receiving attention in a tent in the garden, where President Wilson was endeavouring to retain his strength under an enormous pressure of work that needed an iron constitution, in addition to a mind of steel to cope with it.

President Woodrow Wilson.

Dr. Woodrow Wilson kindly consented to place his autograph in the book that was presented to me by my colleagues before I left this country. Thus was Mr. Bowerman's prophecy that I should bring back in that book President Wilson's autograph fulfilled.

We hear a good deal about democracy, but I saw examples during my visit to the White House of what I should term "democracy run mad." It is the custom for the President of the United States to hold frequent receptions, when all and sundry can call for the purpose of shaking hands. I saw a great line of people, numbering anything between 500 and 1,000, waiting in rows to walk into the White House, shake the President's hand, and quietly march out again. That, to my mind, is a travesty of democracy, and an imposition upon a man whose great office demands that he should be better occupied. It was said to be an old custom, and I judged therefrom that the Americans are as conservative as many English people regarding old customs. If that is what the President has to submit to two or three times a week, I withdraw my nomination for the position.

The Capitol.

We next visited the famous Capitol, under the charge of the President of the Washington Pressmen's Union, Bro. Norman Sprague. He needed no passports to any of the Government buildings or offices, his face being the open sesame for our admission. I listened for a while to a debate in the House of Representatives, and then crossed over to the Senate. Here I was deeply interested in the proceedings, for the matter under consideration was the Panama Tolls Bill, in which this country is specially concerned. I felt it a unique privilege to be present when the vote was taken, which upheld the courageous and manly view taken by President Wilson.



THE CAPITOL, WASHINGTON, D.C.

The method of taking the vote in the Legislative Assembly is different to the method in use in England. There is no division, or leaving the room, but the Clerk of the House is called upon by the President to call the roll. Each member then answers his name, stating whether he votes "Aye" or "Nay" upon the proposal then under consideration.

This finished our labours for that day, and we returned to the Raleigh Hotel. My comrades, in asking me if I was ready for dinner or breakfast or any other meal, would simply say "Do you want to eat?" instead of saying "Do you want your dinner or tea?" They were all ready to "eat," and later we went up to our room to see if we could get some cool air above the general level of the buildings in the city.

As viewed from the hotel window, and, in fact, from any situation, Washington is a beautiful city. We could see the Government

Buildings, the Washington Monument, and the many avenues, each as wide as the Thames Embankment in London, lined with stately trees and as straight as a flag pole. We also had a view of the surrounding country, and in the distance could be seen two huge steel towers used by the Government for their wireless telegraphy.

Washington has a reputation for high temperatures, and while I was there it was doing all it could to live up to its reputation. I got so acclimatised to the hot weather whilst in America that I am persuaded it is useless to be good whilst I am alive; my hide is impervious to extreme heat.

Bureau of Engraving.

Friday, June 12th, was a strenuous day, devoted almost entirely to print. We started the day by a visit to the Bureau of Engraving, where paper money, stamps, customs, labels, etc., are printed. It is pretty evident that the Government's motto here is "You may look, but you must not touch," for we were generally kept about 15 yards away from the presses where money and stamps were being printed.

From the Bureau of Engraving we crossed the city to the G.P.O. (Government Printing Office), a huge building in which all the Government documents are printed and bound. There are 4,200 persons employed in this office, and the following figures will give an idea of its enormous production.

In the composing department there are 79 Mergenthaler linotype and 150 monotype machines. In the reading department there are 172 male and female readers and revisers on day work and 79 on night work. In the bindery everything that can be handled by machinery is so handled, and, although there are 1,300 to 1,400 hands employed therein, it is more like a machine room than a binding department. The machine department contains 160 presses of all descriptions, including Miehles, Hoe rotaries, and platens (in America called job presses). The Hoe rotaries produce duplicate and triplicate books numbered and perforated. The press-room is worked the whole 24 hours round by the use of the three-shift system. All the hands employed work a 48-hour week, which is, in fact, universal in the United States.

This was the first large installation of flat-bed presses I had seen, and I was more than astonished to discover it was the universal custom for the feeder to be seated at work. A seat is built on a pivot erected on the footboard, so that the feeder may work in comfort. Later on, in conversing in the home grounds with the men employed as feeders, I was informed that it is the general custom for them to be seated at their work, and they were amazed to hear that it was just as general for all feeders to stand in England. I will ask some of our members employed on flat-bed machines to try and imagine the look on the overseer's face if they were to attempt to feed their press sitting instead of standing.

The Senate Library.

Visiting the printing offices kept us going until 6 o'clock in the evening. After dinner, at 7-30, Bro. Sprague again put in an appearance to fill in the bill until 10 o'clock, when we were due to leave Washington for Tennessee. We were taken to the Senate Library, the most imposing pile I have ever seen, and I can easily imagine it to excel anything in the world. No pen could do justice to the architecture, to the statues, paintings, and other works it contains. Its literary contents are, undoubtedly, equal to those of our British Museum, as copies of all books produced in the world find a home here. The mosaic work on the floors and walls, the beautiful marble stairways and balconies, and the statues of great literary men in the gallery around the lofty Central Chamber have no equal in our country. We roamed about corridors and reading-rooms examining pictures and "coveting" books, finally leaving at 9-30 to catch our train for the south.

The city of Washington, D.C., has left a lasting impression on my mind as the most beautiful city it has been my good fortune to visit. The picture is spoiled when darkness sets in by the ugly electric signs advertising the best tobacco to chew or somebody's wonderful pills. However, apart from this, Pennsylvania Avenue is a handsome thoroughfare, in my opinion greatly superior to the famous Princes Street in Edinburgh or Unter den Linden in Berlin, giving, as it does, a full view of the Capitol and other fine edifices. The Bureau of Engraving, Post Office, State, War and Navy Departments, City Hall, and even the railway depot, are all handsome buildings, worthy of the chief city of the United States.



VIEW NEAR THE PRESSMEN'S HOME.

"DOWN SOUTH."

The President of the I.P.P. & A. Union.

We left Washington at 10-10 on June 12, bound "down South" for the Printing Pressmen and Assistants' Home and headquarters at Rogersville, Hawkins County, Tennessee.

We had a private room on the train for our party of three. In addition to the day coaches, there are Pullman cars attached to the trains, in which sleeping accommodation is ingeniously arranged. The car is composed of seats facing each other, both holding two persons. At night the cushions give place to mattresses, and a proper bed is made up. By a clever contrivance another bed is suspended from the roof, and the berths are divided by curtains running the length of the car. Robbing-rooms for each sex are provided.

A Stormy Passage.

In our private room, which is called a drawing-room, were two seats, each capable of holding two persons, and a long sofa. Three beds were made in this room, one on the double seats, one on the sofa, and one on what Bill McHugh called the mantelpiece. This was my first night's rest, or I should say my first night in bed, on an American train. Tommy Kelly chose the sofa, I chose the large bed, and Billy McHugh said he would be an ornament on the mantelpiece. The windows were wide open, and in their place was a fine mesh screen that admitted plenty of air but excluded the dust. We went to bed about 12 o'clock, McHugh saying that he was going to read for a little while. He settled down comfortably with a paper, when, of course, Kelly put the light out. McHugh promised that neither of us should have any sleep if it were repeated. To see what would happen, I followed Kelly's example, and put the light out. McHugh kept his word to the letter. It was a wonder he did not put our "lights" out before he finished. There was no rest for either of us that night. One moment McHugh would assume that Kelly was a swimming bath, and would dive off the mantelpiece on to what he called the "deep end," which was down the softest part of Kelly's anatomy. It was a simple matter owing to the arrangement of the beds for McHugh to lie on his stomach on the mantelpiece and catch me, bending or otherwise, with his pillow when I was not expecting an attack. Bags were pulled out of racks, contents shied all over the room, and, in fact, all sorts of pranks were played until daylight began to peep through the screens. McHugh and Kelly then went to sleep. On glancing out of the window, I found that the train was in the heart of the mountains of Virginia. The wonderful scenery dispelled any desire for sleep in my case. Through forests, over hills and dales, we travelled for many hours. We had breakfast and dinner on the train, and eventually arrived at a chicken

house, called a railway station, known by the name of Bull's Gap, where we were due to change for Rogersville. We understood that we had to wait 50 minutes for a train, but for some unexplained reason there was no train for nearly five hours.

The party now numbered five, Tim Ryan, of Newhaven, and Harry Jennings, of Montreal, having joined us, and it was decided to hire a couple of machines and travel the 38 miles between Bull's Gap and the Pressmen's Home. The road was in vile condition, full of ruts and pieces of rock as large as footballs. Every few miles a creek crossed our path, varying in depth from 2in. to 18in. It was a hot, bumpy, dirty ride, but the scenery was magnificent. The road wound in and out of valleys and up and down mountain passes, the hills covered with trees of all kinds. In the valleys the farmers were busy gathering in the harvest, which seemed rather peculiar to me, as the ear was not on the corn when I left England. Half-way on the



RAILWAY STATION, BULL'S GAP.

journey we came to the broad Tennessee river, which had to be forded on a ferry propelled by hand. This halt presented an opportunity for taking photographs, some of which are reproduced to give my readers an idea of the scenery and the roads.

We passed through the town of Rogersville (rambling and old-fashioned, about the size of an English village) about 3 o'clock, and were soon upon a road that was evidently newly made. I was informed that it had been cut by the Pressmen's Union to facilitate approach to their property. The road is a splendid piece of engineering. It takes the most direct route across country, climbing the mountain by a horse-shoe bend instead of going miles round. Shortly after passing this point, I caught a glimpse of white buildings amongst the trees on the hillside, and I could soon distinguish at one end of the building the American flag and at the other the British Red Ensign with the maple leaf, emblematic of Canada, a tribute to the Canadian delegates to the Convention. Passing beneath a

TECHNICAL SCHOOL AND UNION OFFICES.



ENTRANCE TO THE PRESSMEN'S AND ASSISTANTS' HOME.

concrete archway, we alighted upon the property of the International Printing Pressmen's and Assistants' Union, thus ending our journey in a veritable "Garden of Eden."

A Warm Welcome from the President.

I was at once taken into the office of the President, where I found George Berry waiting to welcome me. With a hearty handshake



GEORGE L. BERRY,
PRESIDENT, I.P.P. & A.U.

and his left hand upon my shoulder, he bade me welcome to the Pressmen's Home. The cheery welcome from George was well worth a long journey. No effusiveness, no flowery speech; his kindly forethought brought warm gratitude to my heart when I remembered how he had planned and arranged for my comfort from the moment I landed in his hospitable country. I had met George Berry only once or twice in England, and had written but a few times to him;

but he based his welcome upon the fact that I represented the same class, the same movement, men with the same desires, as he did, and this was sufficient for me to be received as his brother and the welcome guest of the I.P.P. & A.U.

It is fitting that I should append a few words about the President and his career.

As President of the International Printing Pressmen and Assistants' Union of North America, George Berry is a thorough, painstaking, determined individual. Tenacious in a fight but scrupulously fair, chivalrously giving his opponents repeated chances of attack before attempting his defence. Still a young man, he has years of hard experience behind him, bought, as he himself says, in the school of life, "with many a licking." Born in Tennessee, he started to work as a newsboy at the age of 9 years, in Jackson, Missouri. At the age of 16 he left for St. Louis, where he obtained employment as a printers' assistant, and joined the Press Assistants and Feeders' Union of that city. He was later promoted to the position of pressman, transferred to the Pressmen's Union, and travelled to various cities, finally locating in San Francisco. He there became associated with the organised Labour movement outside his own union, holding from time to time the offices of President or Secretary of State and city bodies, as well as of his own local union.

He was a delegate from the San Francisco Pressmen's Union to the Annual Convention of the I.P.P.U. of N.A. held at New York in 1907, when he was elected President by a majority of 18 votes. Since that time he has been twice elected by Convention and twice by a ballot of the whole membership, without opposition, and once opposed at a ballot, where he easily outvoted his opponent.

Under his direction the I.P.P. & A.U. has made wonderful progress, the membership having increased from 17,882 members and 270 branches in 1907 to 29,427 members and 378 branches in 1914. an average yearly increase of 1,649 members and 15 branches. When he assumed control the union had no property of any kind, not even a typewriter, and its cash asset was £10,560. To-day the cost value of the International Pressmen's Union's property is £96,000, and its appraised market value, after the improvements made by the President, is £150,000.

President Berry is held in high esteem by the American Federation of Labour, having been selected as a delegate to the British Trades Union Congress of 1912 by the unanimous vote of the Convention of that Federation. He was the first delegate since the selection of Bro. Gompers who has been the unanimous choice of the American Federation of Labour. He has, in addition, been a delegate to the International Printing Congress at Stuttgart and to the International Association for Labour Legislation held at Zurich, Switzerland. Taking advantage of these opportunities, he studied the condition of the workers in those countries, and has published his views in a little book entitled "Labour Conditions Abroad." I am the fortunate possessor of a copy inscribed by Bro. Berry: "To my good friend George. From yours sincerely, Geo. L. Berry."

So much for the official: a word upon the man. George Berry is kindness personified, generous to his opponents, and a pillar of strength to his friends. He looks upon everyone as his friend, and even many of those who strenuously oppose his policy accept him outside business hours as he accepts them. He does not possess a demonstrative nature, but given cause the fighting element in him is soon uppermost. He patiently submits himself to repeated attacks without a murmur. When compelled to rise in defence, he leaves no loophole to chance, and is as thorough and determined a fighter as he is a friend. For all he did for me, and incidentally for the N.S.O.P. & A., for his kindly welcome, his forethought in making arrangements for my visit, his constant attention and advice, and his warmhearted encouragement, I can simply say—Thanks, and thanks again. The recollection of my visit will be associated with a lasting affection and regard for George L. Berry.



THE TENNESSEE RIVER, NEAR ROGERSVILLE.

THE PRESSMEN'S HOME AND ESTATE.

A Unique Possession.

The property of the I.P.P. & A.U. is situated in Hawkins County, in the State of Tennessee, on a tract of country known as Hale Springs. It consists of a valley running east and west, with a finely wooded mountain on the south called Stone Mountain, and another on the north called Pine Mountain, on account of the fact that its trees consist almost exclusively of pines. The property consists of about 1,000 acres, including pasture, arable, and wooded land. At the first opportunity that presented itself Bro. Berry personally

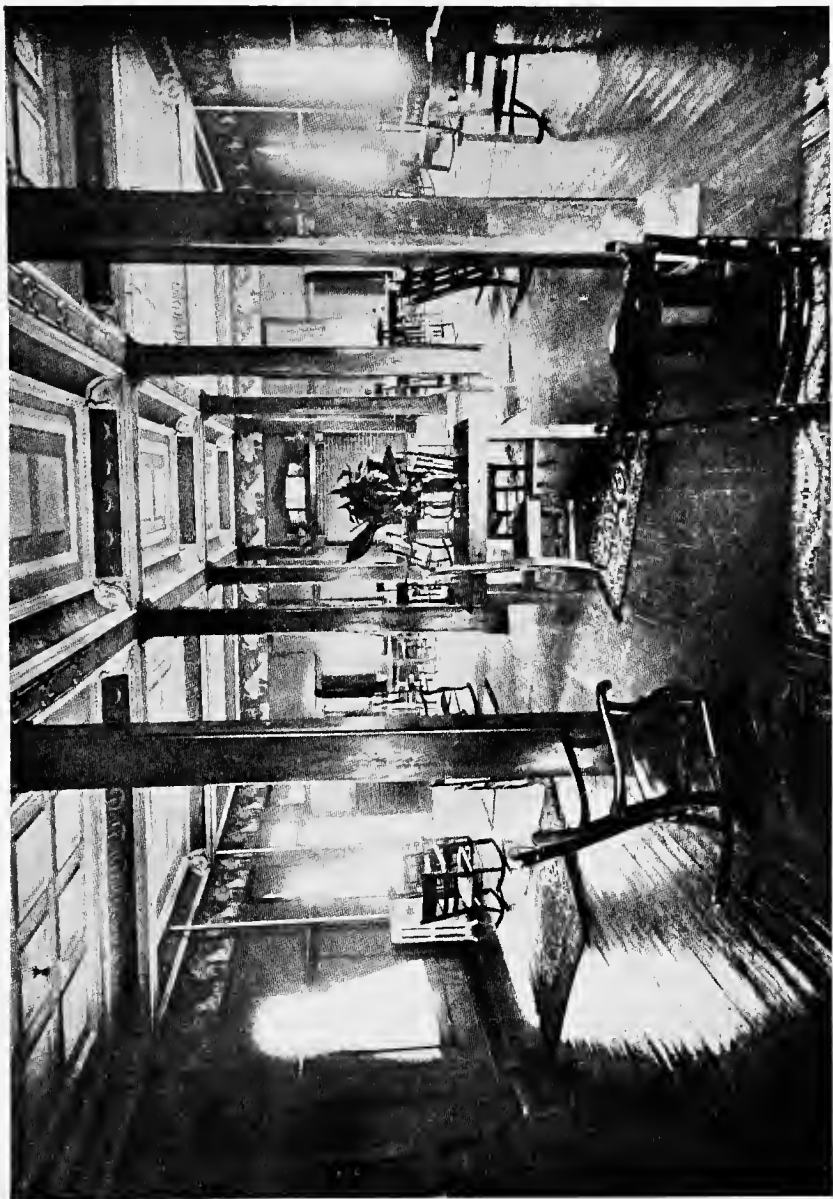


THE SUPERANNUATED MEMBERS' HOME.

conducted me round the property and institutions, explaining the details of each as they are given herewith.

Waterworks System.

Gathered at the upper side of the property there are four small springs coming out of the side of the mountain, which have been gathered in concrete boxes some 2ft. and others 1ft. square according to the flow of the water. The water is then run through a 6in. main supplying 65,000 gallons of water every hour into a catch basin, and is then carried through a 6in. main by gravity three-fourths of a mile to the power plant. There is an $8\frac{1}{2}$ ft. drop from the catch basin to the power plant, which is just sufficient to give the waterflow. At the power plant there is a catch basin that holds 165,000 gallons of water, and from there the water is pumped to the top of Stone Mountain, 425ft. above the valley. In the mountain, dug straight down, there is a reservoir that holds 180,000 gallons of



THE HOME READING-ROOM.

water, which gives to the Home and School an average pressure of 112lb., while to the Sanatorium the pressure is 120lb. to 130lb. At the beginning of the undertaking, when the question of water was a serious concern, the promoters were afraid they would not be able to secure a supply sufficient to carry them through the dry season, but there are still at least a dozen springs yet to be tapped.

The water that is taken from the faucets is pure spring water, direct from the rock in the mountain, and it never sees the light of day until it comes out of the main. In other words, it is absolutely fresh and free from any contamination of earth or atmosphere. The reservoirs and catch basins are of solid concrete top, bottom, and sides, and the mains are of the very highest type of steel. In addition to this drinking water supply, there is up in the valley a dam that holds 550,000 gallons, which is simply for fire protection and cases of emergency. If all the water in the catch basins and in the North Mountain reservoir were used this supply would still remain. All the water in the dam and all the water in a creek which runs through the centre of the property comes from springs.

In the waterworks system there are three miles and a-quarter of 6in. mains on the property, and they estimate its value at 20,000dols. (£4,000) conservatively. It cost a great deal less, because all the concrete, sand, and rock used in the construction of the dams, reservoirs, catch basins, etc., were manufactured on the property. For example, they crush the rocks, lime, stone, and pure sand, and mix it ready to receive the cement for an average of 90c. (3s. 6d.) per yard, whereas in a city it costs approximately 2.50dols (10s.) per yard. In other words, they save 65 per cent. on the cost by making it themselves. The concrete work was so extensive and there was so much to be done, roads to be built, etc., that it justified them in buying crushers, mixers, and machinery (which they still possess), so they have not only supplied the cement at 90c. per yard, taking in the cost of machinery, etc., but still own the machinery for future use.

Springs and Medicinal Waters.

The water used in the regular waterworks system is called limestone water in that country, being free from minerals, except for the lime. There are several mineral springs on the property in addition, one of the chief being iron water. It has not a heavy flow, but is of considerable strength as iron waters go. This spring is not at present developed, but in the future will bring greater results and become a valuable asset to the union.

Near the iron spring is another of black sulphur water, and 25ft. away is a spring of red sulphur water, the latter being more extensively used than any other water. This red sulphur water has been the attraction to Hale Springs for 80 years, and is known for its value as a cure for stomach trouble and rheumatism. For a great many years it was used for bathing, and to-day there are connections with the bath-house for red sulphur water baths. Years ago they used the mud from the overflow of the spring for mud



THE HOME DINING-ROOM.



THE HOME KITCHEN.

baths, and its reputation as a remedy for rheumatism is known all over the South and other parts of the United States. Before the property was bought many of the most prominent people of America visited the locality at different times, for this sulphur water is also taken inwardly, and is known to have cured eczema and other skin diseases. It will not ship, however, because it does not retain its strength or stand charging.

Beyond this sulphur spring, a half-mile away, is the fourth of the mineral springs, known as the Epsom Spring. This is very popular and of considerable value to the property. The flow of the Epsom Spring, like that of the iron, is very slow, but it is suitable



THE HOME: GROUND FLOOR CORRIDOR.

for shipping purposes, and it is intended to make it a commercial asset in the future. Directly north from the Epsom Spring, in the centre of the cultivated land, a quarter of a mile from the Home, is an Alum Well, which is of no special value except that it establishes the remarkable fact that there are six radically different waters within a radius of three-fourths of a mile.

The red sulphur spring is the only one that has really been developed and properly cared for, but it is fully intended in the immediate future to improve and develop every one of the springs in the interest of the membership and the public in general. The union claims that for variety and covering the same area the mineral waters are not to be compared in any other part of the world.

Sewage System.

The sewage system is not completely developed, but the promoters have established the practicability of septic tank arrangements that are new, and will relieve any difficulty in the future. A septic tank, 4ft. by 8ft. and 6ft. deep, is in three concrete chambers. The sewage enters near the top at one end and goes into a curved pipe, where there is an outlet. Near the top of the first chamber is another outlet, with a curved pipe that goes down to the bottom of the second chamber, and has an outlet in the same manner into the next chamber, and so on into the third. Then at the far end of the septic tank is an outlet for the overflow. One large tank has been in use since 1910, with twelve faucets and outlets from the School building, and for the use of the entire Trade School, and there has not been one moment of difficulty. The principle is that the sewage enters this tank, ferments in the first chamber, and gas is formed, and by forcing the solid matter to the second chamber ferments again, forces the reduced solid matter to the third chamber, and so on until the outlet is pure water. In other words, the gases simply destroy the sewage. It is a new plan, and, in the opinion of the Home Trustees, solves the question of sewage. It is rare that there is an odour of any character, and they have not had a day of sickness as a result of the sewage system. The same arrangements are applied to the Home building, and will be established at the Sanatorium.

Lands for Timber and Agricultural Purposes.

Opposite the school building is the Recreation Park, approximately 7 acres. The amount of land under cultivation equals 285 acres. The remainder of the valley land is to be given up to truck gardens, as already in evidence, pasture and general agricultural development, while that of the mountain and timber lands is accessible to sheep, cattle, and hogs. In the near future hogs and sheep will roam over the entire mountain lands. Seventy-five per cent. of the timber on the mountains is red and black oaks, the balance consisting of chestnut, walnut, pine, beech, etc. Oak and beech trees are an important factor from an economical point of view, for a great many farmers throughout the country fatten their hogs by simply turning them into the mountains to live upon what is called "mass," which is acorns, chestnuts, walnuts, hickory nuts, beech nuts, etc. Hogs so fed are considered to have the finest flavour of any, and after the swine have run a few months on the mountain lands 30 days of corn food will put them into shape for market. The conditions are splendid for sheep raising, the climate being comparatively uniform the year round, making it possible for sheep to graze at least nine or ten months out of the year. The union intends to thoroughly stock the mountain land for the advancement of the economical maintenance of the institutions.

On Stone Mountain is to be a 30-acre apple orchard, and on the south side of Pine Mountain, facing the sun, 30 acres of peaches will

be planted. These orchards will be planted not later than next spring, possibly this autumn.

Sanatorium.

One of the essential features for the care of consumptives is protection from north winds. The Sanatorium is located at the foot of Pine Mountain and is well shielded. It gets the maximum benefit from the sun, and it is estimated that the atmospheric conditions afford 85 to 90 per cent. of ozone. The situation is ideal.

The Sanatorium is three-quarters of a mile from the other institutions in order to prevent any conflict of interest or danger to patients. The design requires a 300ft. square space, but this is not yet covered.

The Sanatorium is built in the shape of a cross, so that it may receive fresh air and sunlight at all periods of the day, and is located in a natural park.

The design of the building is the result of the combined efforts of three men: Dr. Paul Paquin, physician, owner of the Biltmore Sanatorium at Asheville, N.C., who has a world-wide reputation; Mr. R. S. Smith, the architect, who is considered one of the best architects in America, and who was the architect and builder of all the Vanderbilt institutions near Asheville, known as Biltmore, which have recently been purchased by the Government; and President Berry. These three visited about 60 sanatoria and tubercular institutions in America before deciding upon their plans, and the Sanatorium is the embodiment of the fruits of their mission. Fourteen different plans were considered before they decided upon the one adopted.

In the Administration Department of the institution is located all the medical departments, baths, laboratories, operating-rooms, morgue, library, gymnasium, etc. This department was built with a view to a capacity of 260 patients. Only 80 wards are at present being placed in the building. Electricity will be made by a twin set of boilers in the basement, and in a room alongside will be placed the generators and storage battery system. By the use of this system electricity can be stored during the day, and the engines stopped running at night.

To the south-west are the laundry, fuel-room, baggage-room, store-room and cold storage, also rooms for sterilisation, operating, linen, shampooing, massaging, electric baths, etc. Each is for a specific purpose, and each will have its own individuality. One room is prepared for a plunge bath, which Dr. Paquin considers advantageous to some patients, and the next room is set aside for various mineral, vapour, and electric baths.

The flooring and all the timber throughout, as in the other buildings, was manufactured on the estate, and taken in the main from their own timber. The doors and window sashes were the only lumber purchased. Like the rock crusher and concrete making machinery, it was felt that the work was of sufficient magnitude to warrant buying a complete outfit, sawmills, planing machinery, etc.



THE SANATORIUM IN PROCESS OF CONSTRUCTION.

That this was wise expenditure is shown by the fact that on one building alone 22,000dols. (£4,400) in lumber in construction was saved, and the plant is a valuable asset.

I was shown a ward that was almost finished. It is what is known as an "in-and-out" sleeper, copyrighted, and is the only one of its kind. Of course, it is desirable that the patient should sleep outside as much as possible, provided he is guarded against draughts. To secure this there has been provided an absolute preventive. If the patient wants to retire the two doors are brought together automatically, closing the room entirely, except for the space above the bed. In this manner the patient is kept warm, and the room is open and absolutely free from draught. Each room has its own ventilator, and there is a complete passage of air which does not affect the patient. If the nurse is not at hand a patient suffering from hæmorrhage can by means of a tube connect himself with the medical department in the basement, and secure a preventive at once. When the patient desires to get out of bed he can close the window, open the doors into the room, and step into a room that is just as fresh as the outside air, but of a temperature equal to that of his bed. The wardrobe and other necessities, with the exception of the chair and the bed clothing, are built into the room. Each ward has its own private verandah, and on each wing there are private baths for those patients who cannot go downstairs.

In harmony with the general plan for sanitation and modern application, the dining-room and kitchen are allotted to the top floor, so that fumes and gases can find an outlet without permeating other rooms. I noticed that noiseless paper was in use on the floors.

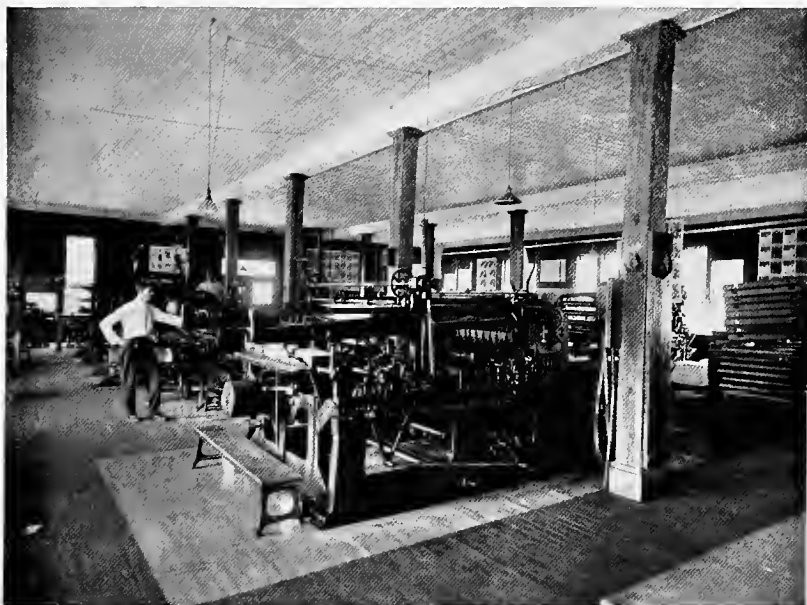
Climate.

Tennessee was chosen for the union's experiment owing to the fact that it is mid-way between the extreme north cold and the extreme south heat, the property being about 2,000ft. above sea-level. Asheville, North Carolina, which is just 38 miles away, has more tubercular institutions than any city or locality in the world, and their average number of cures is said to exceed any spot in America. It has been proven that the high, dry altitude does not bring about permanent cure. People in America who have been to Denver and New Mexico have had diseases arrested, but they have had to stay, for on their return to moist and lower altitudes they were again afflicted. A section medium high and damp is all round better for consumptives. There are numerous examples, and the records of the Royal League, a fraternal insurance company at Asheville, show some remarkable cures.

This was one of the reasons for locating in Tennessee, and, in addition, they were able to get the property cheap owing to the circumstances and financial difficulties of the former owners, the price of the 1,000 acres being 8,600dols. (£1,720).

Superannuated Home.

In the Superannuated Home are provided modern facilities for the care of the disabled and incapacitated members. The plan for the care of the members in this institution provides that local unions shall pay the exact cost for the patient. It is different in regard to the Sanatorium. In the latter institution members affected with consumption will be received free of charge. They will be clothed, fed, and cared for at the expense of the International Union, but in the Superannuated Home the union leaves the locals the alternative of paying either a pension to the afflicted members or an amount for



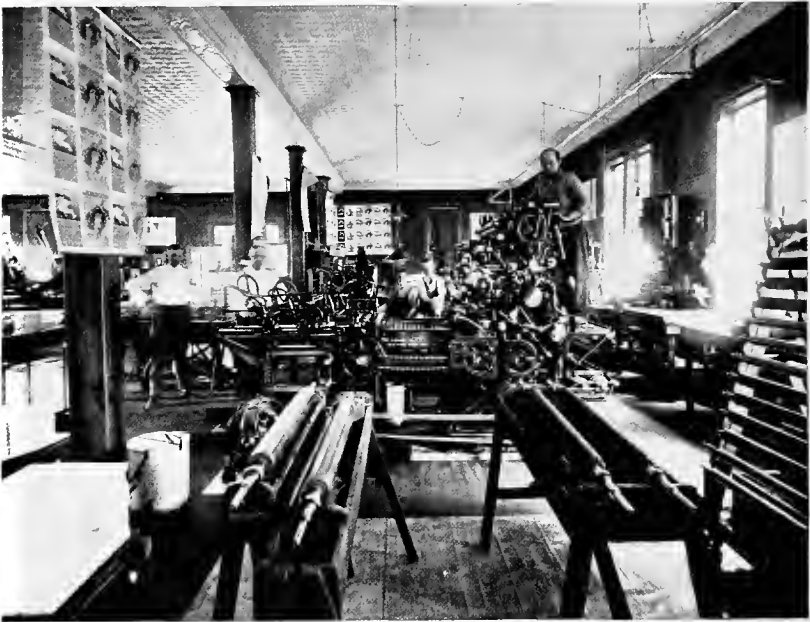
TRADE SCHOOL. LETTERPRESS DEPARTMENT.

their care in the Home equal to the actual cost of maintenance. There is room in the Home for 250 persons.

Trade School.

Every member of the International Union is accepted in the School, whether apprentices, feeders, assistants, pressmen, or foremen. Everyone has an equal right and opportunity, the only conditions being that the member shall pay for board and 30dols. (£6) for a practical demonstration course, the amount to cover wastepaper, ink, etc., and to insure genuine interest in the School. The School is owned and maintained by the International organisation, the income from the official journal, the saving in the cost of production of the same, and the work of the International body, helping its

maintenance. For example, prior to the establishment of the School, and prior to George Berry's election as President, the official journal was published by a member of the International body under contract. The members were required to pay 1dol. (about 4s.) a year for it. The International Union was to receive a certain percentage of the net proceeds. Under this system the average income to the International Union per year for five years amounted to 1,925dols. (£345). On President Berry's election they adopted the proposition of placing the "American Pressman" in the hands of the membership at a cost of 72 cents (about 2s. 10½d.) a year, or a reduction of 28 cents (1s. 1½d.). The taking over of the "Pressman" as an International



TRADE SCHOOL: OFFSET DEPARTMENT.

department was an asset to the School. The results show that, although paying the instructor an average of 35dols. (£7) per week, the union is running the School in its entirety and saving the membership 28 cents (1s. 1½d.) a year on their journal, and also has a surplus in excess of income prior to this arrangement. Under this system there is a saving approximately of 250dols. (£50) per month in the cost of the publication of the official journal alone.

Cost of Production, etc.

All the institutions have been built under the day labour plan, and no contractor has participated in their construction. Such profits as would go to the contractor and middleman have been saved

to the institution. For example, the Superannuated Home, when completed, cost 22,000dols. (£4,400) less than the lowest bidder from six responsible contractors. Approximately 40,000dols. (£8,000) was



A PORTION OF THE HOME GROUNDS.

the cost of the Superannuated Home. 46,475dols. (£9,295) was the amount spent for the furnishing and completion of the School building. Approximately 51,000dols. (£10,200) has been spent on the



"HAPPY VALLEY" FROM BEDROOM WINDOW.

Sanatorium to date, and it will require an expenditure of about 20,000dols. (£4,000) to complete, beautify, and open.

In the Trade School there is about 85,000dols. (£17,000) worth of printing machinery, and the furnishings are estimated to be worth

at least 2,500dols. (£500). The building is worth 46,475.78dols. (£9,295 3s. 1½d.), making the total valuation of the School and building, furnishings, etc., 133,975.78dols. (£26,795 3s. 1½d.).

The money was raised from three sources. First, from a one-day's pay assessment (i.e., each member paid a levy equal to one day's wages); secondly, from popular contributions received from members in the organisations and others out of the organisations; thirdly, from a per capita tax of 10c. (approximately 5d.) per member per month, established for the maintenance of the Sanatorium and Institutions. The 10c. per member per month referred to, including the one-day's pay that must be met by every new member or rejoining member, brings an income of approximately 3,500dols. (£700). The whole property is considered to be worth 750,000dols. (£150,000), and has grown to its present point of efficiency and value as a result of three years' efforts.

The pictures shown herewith give an idea of the union's institutions, the extent of the property, and the nature of the land.

A Senator's Panegyric on the Home.

While dealing with the Home and its surroundings, I am prompted to quote an extract from a speech delivered by Senator Robert L. Taylor at the first Convention held by the I.P.P. & A.U. on their own property. The speech is a beautiful example of word painting, and describes that lovely spot as it appears to one of its most famous sons:—

You have begun here in these mountains a work the result of which you little dream. This in the years to come will not only be a monument to your organisation, but a monument to the brilliant young man who conceived it. I have always been, outside of politics, just naturally in sympathy with the movement for the organisation of American labour. I have been in sympathy with it because it promotes friendships. There is nothing in this world half as sweet as the tie of friendship, a friendship that will do things for somebody else. I believe the greatest happiness that we get out of life is in giving happiness to others. I am grateful to the men who have selected this young man to be President of this organisation. I am grateful to you as an American citizen for organised Labour, because it is a step for the defence of human liberty, and it will finally lead to the universal brotherhood of man.

I join in giving you welcome to the mountains of Tennessee. Just a little farther up among these beautiful mountains, where the morning first smiles upon the State and where the rivers are born, I first opened my eyes to the light of day and heard the first lullabies from lips that are now dust. There where the tall and silent peaks point upward toward the sky I first dreamed of God, and the white wings circling around them taught me my first lessons of liberty. The foot of man had never trod the earth where purer fountains were born, or where the wind found its way through greener, purer, sweeter spaces. And the angels named the spot where I was born "Happy Valley."

There I saw the morning, with purple quiver and crimson bow, stand tiptoe on the horizon and shoot sunbeams at the vanishing darkness of night. There I saw her reach up and gather the stars and hide them in her bosom, and then bend down and tickle the slumbering world with straws of light till it woke with laughter and with song. A thousand bugle calls from the fires of the rosy east heralded her coming;

a thousand smiling meadows kissed her garments as she passed, and ten thousand laughing gardens waved their flower flags to greet her; the heart of the deep forest throbbed a tribute of bird song, and the bright waters rippled a melody of welcome.

There I have seen the evening hang her silver crescent in the sky, and rival the splendour of the dawn with the glory of the twilight. I have seen her fill her dipper full of dewdrops and her basket full of dreams, and then wrap the shadows around her, and, with a lullaby on her lips, rock the weary world to rest. There I have seen the happy darkies meet and laugh, and dance and sing away the happy hours. I have heard them laugh until the big, ripe ears of corn grinned through the shocks, and even the chestnut burrs laughed until they dropped their big brown seeds. I have heard them sing until all nature sang around them and the hills echoed back their songs. I have seen them dance until the dust shuffled out from under their feet, and swung corners with the moonbeams in the air.

But destiny took me by the hand and led me out of Happy Valley into the world to fight for wealth and earthly glory. I caught up with some of the golden eagles, but they always got away and took wings again. I climbed the rugged streets of glory, but left my bloody footprints behind me; and when I reached the summit I looked down upon Happy Valley, and wished my feet had never wandered from its warmer sunshine and sweeter flowers.

Young men, you are now in the Happy Valley of youth. You are just starting in pursuit of the angels of happiness that are beckoning to you from the misty summit of the future. You will never see Happy Valley again. And my advice to you, above all things, is to be true to yourselves and true to your fellow men, and true as steel to your country. If fortune forbids you a mansion in town, be content to set type down in the village. If the Lord has given you but one talent, what is the use of fretting because He did not give you five? And what is the use of cursing and swearing at the fish of fortune because you cannot get a hite? Perhaps you are trying to fish in deep waters and your line is too short. Move down to the shoals where you belong, among the chubs and suckers, or steal away to some smaller stream.



A LINK WITH THE PAST · CONVEYING GOODS TO THE
PRESSMEN'S HOME.

PERSONALITIES OF THE CONVENTION.

President Berry undertook the task of introducing me to the delegates already assembled in the grounds of the Home, the first being Bro. Vickery, from Toronto, Bro. Savage, from Hamilton, and Bro. Larden, from Ottawa (three fellow Britishers), and also numerous comrades from all over the United States. My room was on the second floor of the Home, and contained two windows, one looking west along the Happy Valley, the other facing north, with a view of Pine Mountain. This room was connected with another large bedroom, and in between was a bath-room. An example of Bro. Berry's forethought was evident, for the occupants of that room were "Potash" and Perlmutter," Bro. Ryan, of Newhaven, whose acquaintance I had made on the journey down, and

Bro. Breswitz, of Washington, who had been one of my guides during my stay in that city.

"Tim" Ryan, who is a rotary press-room overseer in Newhaven, Connecticut, was to be my companion for the week. Saddle horses were placed at our disposal, and it was Tim's duty to ride round with me as guide, philosopher, and friend. Right well did he do his duty, and I have pleasure in showing his picture, taken whilst on one of our many rides. It was our practice to rise about 5 o'clock, have two hours' ride before breakfast, and ride for an hour each evening. Following my second ride I had the greatest reluctance

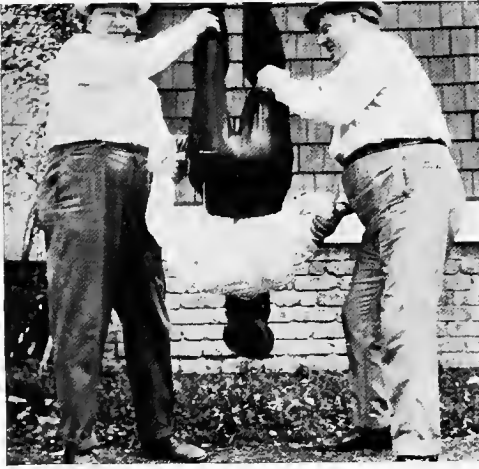


TIM AND I.

to seating myself even in the softest chair in the Home, and the delegates were not long in devising various ways of satisfying themselves as to the tenderness of a certain portion of my anatomy. However, this was soon remedied, and many a gallop we had through forests and over mountains, sometimes only Tim and I, and at other times in parties of half-a-dozen, made up by a "bunch of Boston boys." After a week of riding in company, Tim Ryan returned to his "home town," and I decided to attempt the journey across the mountains to Rogersville. Confident that I knew the way, I invited Organiser Kenny to accompany me. We started off up the mountain, and, after riding for over two hours, found ourselves within five minutes' ride of the stables. The horses were evidently aware that we did not know where we were going, so had decided to take us home. My reappearance without having accomplished the journey gave ample scope for pungent remarks.

On the Sunday morning I was introduced to Tommy Deerhurst, the instructor in the offset department of the Technical School. His first words were, "Say, I guess you're a Cockney," and he

followed this up by saying that he himself was born and lived for many years in Whitechapel. After a few minutes talk the glorious Cockney accent crept back into his speech, and he feelingly said, "Blimey, George, it ain't arf a treat to 'ear yer tork." The pictures on the page show "Little Tommy" with the Chicago Twins, who are both Trustees of the Technical School. The first picture is that of the Trustees "making ready" the instructor, and the second shows Tommy properly "in register."



"MAKING READY."

Fraternising.

Saturday evening and Sunday were devoted to making friends with the delegates, the easiest and happiest task in the world. Formal introductions were despised. A delegate would say, "My name's Jones. How do you like our country? Come and have a drink!" This was the usual formula, and on one occasion I had about ten lemonades in as many minutes. That made me turn up the drink, and I had cigars instead. "Potash" had previously warned me that I must always have a drink or a smoke. He said, "Always take cigars, put them in your case, and I will smoke them."

This was a distinct American kindness, for by his readiness to serve me I was saved the sickness that would have been my lot had I



W. J. GEARY. T. DEERHURST. F. DERMODY.
"IN REGISTER."

smoked all the cigars given to me in any one day. I was never alone during my stay at the Home, as there were always delegates ready to talk over conditions in the U.S.A. and compare them with our conditions in England.

All were happy and friendly, pressmen, assistants, overseers, officials, and visitors, the latter including the Senator for Tennessee (the Hon. Parks Worley), the Mayor of Rogersville (the Hon. Gail Kyle), the local banker, and doctor, all joining in whatever fun was going. The four biggest pressmen on the ground, big in heart and intentions as well as in body, decided to have their photograph taken in a group, with yours truly, to show that the pressmen of America were at the back of the delegate from England. These four men



1,000LB. OF AMERICAN PRESSMEN; 140LB. OF ENGLISHMAN.

A CONTRAST IN WEIGHTS.

between them totalled over 1,000lb. in weight, whilst the weight of the "blooming Englishman" was 140lb. The picture reproduced will also give an idea of the difference between the length of trousers, from the waist upwards, as worn in America and England. It was often remarked that I

should have worn mine a couple of inches up, and had armholes in them to save wearing a waistcoat.

The four pressmen in the group are Frank Dermody and W. J. Geary (known as the "Chicago Twins," and also as the "White Hopes"), the short man, second on the right, is Harry Hughes, and the tall man on the extreme right is H. Simmons, business agent of the Philadelphia Pressmen's Union.

Exchange of Cards.

A novel system is in operation at these Conventions. Each delegate brings with him a card on which his name, union, etc., is printed, and also showing which other Conventions he has attended. Many of these cards are real works of art, beautifully designed, and well printed, and, of course, all bearing Allied Printing Trades Council's label, while on others the Trade Union label itself was the chief part of the design. Some displayed the photographs of the delegates, while others had reference to some outstanding peculiarity or beauty

of the locality from which the members came. One of the Canadian delegates had his card printed on wood of so fine a texture as to resemble an ivory card. These cards are interchanged by the delegates, and I copied their example by having a special card printed at the Technical School on the estate. My card was neither an example of art designing nor printing, but for the purpose of exchange, so that the delegates might know my home address. There was a great demand for the badges of our society. I had a few with me, and as soon as it became known I was bombarded with requests for them. It was impossible to choose who should have them, so I promised to send a badge from England to each delegate who gave me his card. Within half-an-hour all my pockets were stuffed with cards, and I found later that many delegates, to make sure of their button, had presented their cards several times. That promise has been kept and the badges dispatched, with a copy of our 49th Half-Yearly Report.

A Visit to Bro. Berry's Home.

On the first Sunday of my stay in Tennessee I had the privilege and pleasure of an invitation to visit the home of Bro. and Mrs. Berry. For the previous fortnight I had been living practically all the time in hotels, or on board ship, where the living was equal to hotel life, and after so long a period of hotel-cooked food I appreciated the opportunity of sitting down in a comfortable home to a home-cooked meal. In a cosy house, designed and built to the plans of its owner, situated on a small farm about two miles from the Pressmen's Home, and divided therefrom by two other farms, I met once again Mrs. Berry, whom I last saw in London in September, 1912. I do not intend to dilate upon Bro. Berry's home, except to make a reference to his splendid library. I was soon revelling amongst his books, examining his complete collection of works on sociology and economic history, the speeches of famous men, and other volumes of an educational character. It was only politeness to my host that enabled me to finally remove myself from his book-case and to talk of conditions in the "old country."

Bro. Berry's house, in common with all other houses in this part of the country was built with a broad verandah running around, three or four feet from the ground. Each of the doors and windows consisted simply of frames, with a fine wire mesh spread over them in place of panels or glass. On the verandah itself were rows of chairs mounted on rockers, and I afterwards found that such chairs were universal throughout the towns in this part of the United States. If there were no rocking chairs on the verandahs, their places were generally taken by long forms (similar to the garden seats in English parks) suspended by chains from the roof, capable of holding three or four persons, who could swing at their ease. It is one of the peculiarities of the American people: they cannot keep still, but continue rocking or swinging all the time they remain seated.

The photograph will give some idea of the house and its surroundings. The view from the verandah compasses three or four fields,

where the Indian corn was just beginning to show its fruit, and in the background a long, rugged mountain, barren of all cultivation. As we sat talking daylight faded away, and the evening became filled with the chirping of crickets and the croaking of the tree frogs. A whip-poor-will could be heard a short distance away, repeating his peculiar call ; overhead was a beautifully clear starry sky ; in front a myriad of fire flies, flitting in and out against the dark background. In the distance, two miles away, over the edge of the Pine Mountain, we could see in the sky the reflection of the lights at the Pressmen's Home, the whole making a deep and lasting impression on those who, like myself, witnessed it for the first time. In this quiet retreat George Berry has made his home, where he spends those few short hours that are not devoted to the work of his office or travelling the great Continent on behalf of the union, and each evening he can be reminded of his great work at Hale Springs by the reflection in the sky. His wife is his constant helpmate, assisting him in his work at the Home, and acting as his Private Secretary.

May they both have many happy years before them to enjoy the pleasure of each other's company, and to see the glorious results of the labour expended on that wonderful undertaking, the Pressmen's Home.



GEORGE BERRY'S HOME.

"THE LITTLE YELLOW DOGS."

In most of the Conventions of the various Labour bodies of North America it is customary to have an organisation for promoting fun and frolic. The International Printing Pressmen and Assistants' Union is no exception, and this year the organisation formed for this purpose was known as "The Little Yellow Dogs." It is not a question of finding a proposer and seconder before you can join; such formality is dispensed with. Everyone has to join, and no one is excused on any account.

I was one of their first captures. Early on Sunday morning a deputation was appointed to escort me to the place of initiation.

With three other candidates I was placed upon the initiation form and prepared for the ceremony. I cannot, of course, tell you the secrets of the ceremony; I can only tell you how impressive it was, and relate one or two incidents. First of all, the Grand Initiator told us the entrance fee was "one quarter" (a quarter of a dollar, roughly equal to 1s.). We were then warned that a smile or laugh would be punished by a fine of an equal amount. Just imagine a large crowd of "ginks," who had

been through the ceremony, surrounding the candidates, and each doing his best to make us smile. I made a noble effort to restrain my risible faculties, but my success was my downfall, for a part of the ceremony demands that the candidate must whistle. To be told to whistle just when you are trying hard not to smile, and when you feel like bursting with laughter, is about the limit, and I fell. That cost me "two bits."

The serious obligation now followed, the grip, signal, and sign imparted, and we were "Yellow Dogs." I spent a happy hour watching others go through the ceremony. The Home doctor, the Mayor of Rogersville, the Tennessee Member of the Senate (equal to our House of Lords), all were initiated, yours truly acting as

F. DERMODY, J. C. ORR. M. WOLL.



G. BERRY.
THE YELLOW DOG.

G. ISAACS.

THE YELLOW DOG AND SOME OF HIS NAMESAKES.

master of ceremonies. There was no limit to the power of the Grand Initiator to impose fines, and many were the "two bits" imposed (and paid) for not listening or not looking at the Initiator, for talking, or laughing. On one occasion an assessment (levy) of one quarter was enforced, and in my ignorance of American coins I deposited in the hat a nickel, the same size as a quarter but worth only 5c. The Treasurer reported me for attempting to defraud the Treasury, and I was ordered to pay the quarter, also a fine of half-a-dollar, and forfeit my nickel. The local banker, when asked to pay his entrance fee of a quarter, produced a 10dol. note, and was promptly fined 9 $\frac{3}{4}$ dols. (the balance of the note) "for having so much money," and the note was impounded. All fines and fees go to provide the refreshments for the membership.

Each evening a "session" of the Yellow Dogs was held, preceded by a "parade." The big drum borrowed (when the drummer was not looking) from the orchestra, the tambourines, and a watchman's rattle formed the band. Led by the Chairman—Big Growler Bro. A. Jones—banging the drum, and leading George Berry's dog clad in a flowery yellow robe, the grounds and Home were explored, and every member notified to attend the session. Deputations were appointed to seek out non-members and bring them in for initiation. When the initiations were complete, the Chairman would mount the rostrum, and call upon members for songs or speeches as fancy hit him. Non-compliance with a call meant a fine of "two bits."

Trial by Jury.

One evening Vice-President Pfister and I were deputed to bring in Bro. Berry "to entertain the Order." We found him engaged upon official business, and reported to the Chairman to that effect. We were told that our orders were to "bring" Bro. Berry, and for disobedience were fined half-a-dollar each by the Chairman. To keep the fun going I demanded a trial by jury, and my fellow criminal said to me, "That's done it; now we *are* in for it." My! what a rush there was to serve upon the jury, and how wonderful were the punishments suggested before we were tried and found guilty. Finally, the fine of half-a-dollar was upheld by the jury, and I asked leave to appeal. In the middle of my appeal someone thought of a way to damp my ardour, and discharged the contents of a squirt, holding about a pint of water, clean into my ear. I faced the music (or rather the water), and, finally, the Court of Appeal acquitted me for "impudence." I had, however, learned that it was safer to accept the decision of the Chairman, and very dangerous to contest his ruling.

The Official Anthem.

The same evening I was called upon to do my share of the entertainment, and thought I should get off easily by singing that up-to-date ballad, "Cockles and Mussels Alive, Alive Oh," but the Yellow Dogs decreed that this ditty should be their official anthem, so I had to sing it several times each evening. On another occasion Secretary

Orr was called upon, and he mounted the rostrum with a bottle of beer in his hand. He started a mild argument with Big Growler Jones, who as Chairman was also on the rostrum and on the ramp at the same time, with a big drum and a voice that was once big but had now developed into a husky bark. He vehemently insisted that Orr should do something to amuse the Yellow Dogs, but was not aware that his trousers pocket was full of beer until Orr had completely emptied his bottle. It was thus that Joe Orr amused the Yellow Dogs, and incidentally spoilt Jones' camera, which happened to be in the pocket that was treated to a drink.

In this way the evenings were spent, full of fun and jollity; delegates bitterly opposed on the floor of the Convention co-operating to make the evening happy. The Little Yellow Dogs were the merriest, maddest crowd I have ever met, submitting to the quaintest punishment and heaviest fines with the very best of good nature.

On the first Sunday after my return to London the officers and staff of the N.S.O.P. & A. had their annual outing. I took advantage of the opportunity to initiate them into this mysterious Order. The following is a picture of the party of promising Yellow Dogs—of the bulldog breed.



"LITTLE" DOOLEY AND THE "BIG SMASH."
"SWEETHEARTS."



ENGLISH YELLOW DOGS.

THE CONVENTION.

A Business-like Assembly.

The Convention Hall is situated in the upper portion of the Technical School building, referred to in a previous paragraph. The chairs provided for the delegates are made with one arm only, but this arm at its extremity is about 9in. square, and curves slightly inwards to the centre, providing a convenient rest for each delegate's papers. At one end of the room is a platform, raised about 4ft. from the floor, containing the President's seat and table, the reporters' desk, and a number of chairs. Hanging upon the wall immediately

H. JENNINGS. J. MASON. A. LARDEN. F. HINNENKAMP.



W. VICKERY. G. A. ISAACS' J. SAVAGE.

CANADIANS AND THE BRITISH FRATERNAL DELEGATE.

behind the President is the specially illuminated copy of our Emblem, presented by our Executive to the I.P.P. & A.U. as a token of our friendship, the frame being draped with the American flag. The English flag was also conspicuous in the hall, representing in this instance the delegates from Canada.

A Strange Spectacle.

From the platform the hall presented to my eyes a strange sight. Nearly every delegate was minus coat and waistcoat, many even discarding collars and ties in the effort to keep cool. The great majority were smoking cigars, and electric fans were busy dispelling the smoke. At several places in the hall tanks of ice water were placed, and were in great demand. On the President's desk was a gavel, plainly and simply made from wood grown on the Home property, upon one side of which was carved the words, "Home

grown ; friendship for ever." This gavel is now in my possession, having been presented to me by President Berry. It shall be suitably inscribed and placed in the custody of our own President for official



G. A. ISAACS, J. C. ORR, G. L. BERRY, M. WOLL,
N.S.O.P. & A. I.P.P. & A.U. I.P.E.U.

INTERNATIONAL OFFICIALS.

use, and as a visible token of the link now established between this society and its colleagues of the North American Continent.

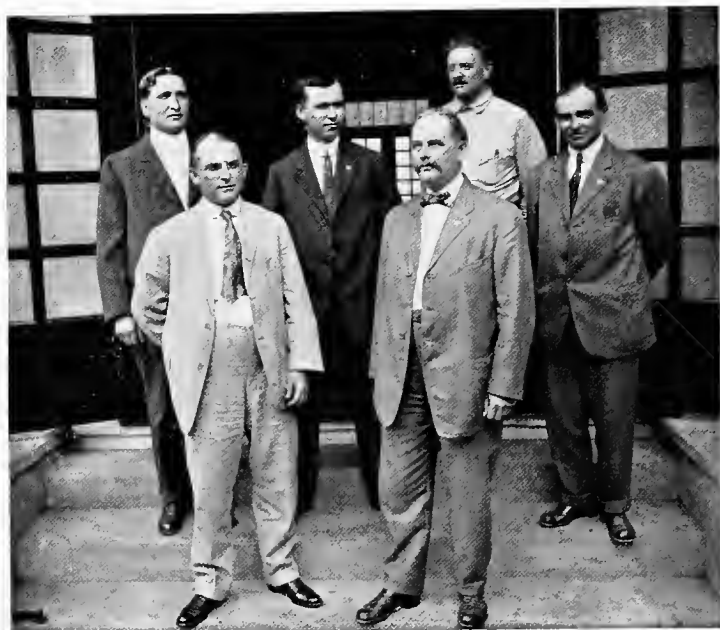


THE ORGANISERS : AT THE CONVENTION.

Official Welcome.

On Monday, June 15th, the Convention was "called to order" at 10 o'clock by Organiser J. F. Geckler, of Indianapolis. The

President of the union was on the platform but not in the chair. The proceedings were opened by prayer by the Rev. F. McCutcheon, of the Rogersville Presbyterian Church. The Mayor of Rogersville (the Hon. Gail Kyle) welcomed the delegates in the name of the citizens, and the Hon. Senator Parks Worley gave welcome on behalf of the State of Tennessee, and of Hawkins County in particular. A short address from the Chairman preceded the introduction to the delegates of the International President, George L. Berry, who was called upon to respond to the speeches of welcome. President Berry, in his address, displayed a remarkable knowledge



THE ORGANISERS : READY FOR HOME.

of Labour conditions abroad, and his reference to our difficulties in England showed an intimacy with our affairs that was surprising. I give below a few extracts from his speech :—

To-day industrial statesmanship is abroad in every land in the world, industrial statesmanship that carries with it the greatest inspiration, the greatest feeling, and the most substantial basis of any movement that has ever been known to mankind; for it purposes to make life better for every unit of our society, the prevention of inequitable conditions, and the abolishing of abuses upon our units of the society of the world. To-morrow comes the day for the workingman and the working woman of the world, to-morrow comes their day of control of the industrial, the political, and the general machinery of the universe, and it only requires the positiveness of character, the unwillingness of the members of the organised Labour movement to

lay down in the breach and compromise and sell their rights to gain this end. . . .

I say to you, my friends, we are progressing, we are moving and advancing, notwithstanding the apparent feeling caused by loud noises. The International Union is something like any other institution, it has its rainstorms and it has its sunshine period, it has its cloudbursts and its big winds that blow things here and there; but as long as the Government of the United States stands, so long will the International Printing Pressmen and Assistants' Union stand as the spokesman for the press-room artisans of North America, and no prejudices, no partialities, no viciousness, no unfairness, and no combination of men will ever shake the sovereign rights of the pressmen and assistants of this great continent as the legal, bonâ-fide, and effective representatives of the press-room artisans of North America, and the quicker that some of the employers and their agents realise the truth of this statement the quicker will they save money and energy. . . .

Let me say to you in closing that you cannot always have your way. I have been beaten and licked and kicked so often that I paid little attention to it. I have been shuffled from one end of the universe to the other. Many of you who know me best know that I have sat in the chair of the street urchin, I have wallowed upon the sidewalks as the homeless mountain kid, I have been kicked off the ladder of progress, not once but thousands of times in my life. I have vividly in my mind the hundreds of instances in my life when I have warmed, high over the gas jet, the apple pie that constituted my meal for two or three days. I have been licked and beat, not once but a thousand times in my life, and I have come to know that I cannot always have my way. But I have come to that point where I feel there is nothing like being an honest, straightforward loser if you cannot win your point every time.

My allegiance to my land as the farmer or as the tramp upon the broad roads of this country lies in this union, and no man or men can shake it, no man or men will compel me to evade the obligations I have taken as a union man and as a member of the International Printing Pressmen and Assistants' Union. I am conceding to you, as I concede to myself, that every man makes mistakes and errors, and I would not cross the street to shake the hand of a man who had played the middle of the road so consistently in his life that he hadn't made a mistake. I want the man who has made a mistake and is willing to argue it with me honestly and fairly; that is the man who will do the things that are to be done for the to-day and the to-morrow.

At the close of a most interesting address, President Berry introduced me to the audience, stating that I would "talk" later in the week, but at the present moment would say "How do you do?" My few words were kindly received, and the Convention adjourned its first formal session.

Methods of Procedure.

On Tuesday, June 16th, the Convention was "called to order" at 9 a.m. prompt. The Committee appointed to examine the credentials of every delegate submitted their report, reading the name and number of each union represented, also the names of the delegates. After a short but sharp discussion, the report of the Committee was adopted by a large majority. This initial debate gave me an opportunity of seeing for the first time the difference in the American and English methods of procedure. I noticed that a delegate was allowed to speak twice on any motion if he so desired,

and, in addition, with the permission of the chair, could ask numerous questions of the member in possession of the floor.

The method of voting was far different to ours. Upon a question being submitted in the first instance, delegates voted by shouting "Aye" or "Nay." If there was any doubt as to the result—sometimes the minority made up in noise what they lacked in number—the President took a "standing vote," i.e., all in favour were first called to their feet and counted and then those against. On important questions, or when called for as provided by the rules (in America called laws), a "roll-call vote" was taken. This was done by the Secretary calling the name of each delegate and the name of his union. The delegate would answer "Yes" or "No," and his vote would be recorded on the voting list. There is a good deal to be said in favour of this system. First, each member present is morally bound to vote or to declare himself neutral, and, secondly, a record is kept showing how each delegate voted. Moreover, each union being represented in proportion to its membership, the roll-call vote prevents a great deal of abuse that is certainly often practised under the system of the card vote in England, whilst the time taken by the roll-call is not much greater.

The whole of the work of the Convention is done in the first instance by Committees. On the second day Committees, each consisting of nine members, were appointed for consideration of the following subjects: Officers' Reports, Laws (rules), Finance, Appeals, Death Benefits, "The American Pressman" (the union journal), Contracts with International Unions, Allied Printing Trades, Resolutions, Subordinate Unions, Miscellaneous Business, Unfinished Business, Press Reports, and Thanks (to draft resolution thanking those concerned in the work of the Convention, welcome of delegates, etc.).

These Committees were all nominated by the President, the member first named in each instance being the Chairman. In response to the call of the President, the Chairman of each Committee rose and stated the time and place of meeting of such Committee.

Every motion submitted for the consideration of the Convention must first be dealt with by the Committee. No agenda paper is issued before the Convention is in full working order. Every member has the right to go before any Committee and argue the motion that he desires shall be laid before the Convention, with the approval of the Committee. Wednesday at 8 p.m. was fixed as a time limit, after which no resolution or complaint would be considered by any Committee. Each resolution handed in to the Secretary was at once copied, one copy going to the Committee, the other to the printer. All matter handed in on the second day was in each delegate's hands the next morning.

As soon as a Committee was ready to report the Chairman was called upon by the President, who called the number of the resolution on the "proceedings" (agenda) and the section of the laws dealt

with, or, if an appeal, the date and circumstances concerning the matter. The Chairman would read the resolution, and end by stating: "The Committee recommends concurrence" or "non-concurrence" as the case might be. No explanation for their decision was given unless a debate ensued, when a statement, usually very brief, was made by the Chairman of the Committee. The member introducing to the Committee the resolution reported upon, here has an opportunity of submitting his arguments to the full Convention, as also the opponents of the measure. However, as a general rule the Committee's decision was unchallenged except on important issues, the Convention evidently accepting the fact that it had been well argued in Committee. When a decision was challenged it generally led to a lively debate, but 95 per cent. of the decisions of the Committees reporting were upheld by the Convention.

In submitting to a vote the President would state: "The question comes on the Committee's report on resolution No. 10, which recommends concurrence. All those who concur will express themselves to that effect by saying 'Aye'; to the contrary 'No.' The 'Ayes' have it, and the motion concurring in the Committee's report is carried."

This method is much quicker than ours, as there is no speech from a proposer or seconder, all this routine having been gone through in Committee. Confidence in a Committee's report is established by the fact that nearly every delegate (the exceptions are very few) is serving upon one or other of these Committees.

Officers' Pledge.

In accordance with the constitution of the union, all newly elected officers have to be installed on the second day of the Convention. On Tuesday afternoon they were called to the platform (or rostrum, as it is termed in America), and Delegate Marks read over the following obligation, which was repeated by each officer elected:—

I (giving name) do hereby pledge my most sacred honour that I will faithfully perform the duties of the office to which I have been elected to the best of my ability for the honour and welfare of the International Printing Pressmen and Assistants' Union.

Delegate Marks introduced President Berry, who, in turn, introduced each newly elected officer. A short speech from each, and the ceremony ended.

Fraternal Delegates.

The main business of the third day was to receive addresses from fraternal delegates, including Mr. Francis, the president of the Printers' League of America (employers' association), Mr. Charles Hertenstein (first vice-president of the Typographical Union), President Matthew Woll, of the Photo Engravers (one of the delegates from the American Federation of Labour to the British Trades Union Congress this year), Mr. C. E. Davidson, of the International Association of Machinists (Engineers), and from the representative of the N.S.O.P. & A. of Great Britain.

My call came second, and I was introduced to the delegates in very kind words by President Berry. Upon rising I received a most generous welcome from the big-hearted boys. The audience gave the call and sign of the "Little Yellow Dog," to which I had to respond. The Canadian delegates commenced to sing, and at the third verse, "We will hear him right now," the audience rose to its feet. It was an impressive moment, and I felt too full for words. Only three days before I had met these boys, but at that moment I knew that I could count each a friend. This was but one of the instances of their good comradeship and friendliness, a further proof of my welcome, which will be of great value to any "Natsopa" boy who ever seeks his living at our trade in North America.

I spoke to the Convention of my admiration for several of their institutions and methods, made comparisons between the conditions in England and the U.S.A., ventured to criticise some of their methods, and made suggestions thereon, and finished by endeavouring to show the necessity for a mutual understanding between organised Labour in all countries.

Our Executive Council having read the proceedings of the Convention in the "American Pressman" (the official organ of the I.P.P. & A.U.), decided that my remarks to Convention, as reported in that journal, be reproduced here in full:—

Mr. George Isaacs: Mr. Chairman and Brothers,—I have learned a little thing since I have been in this country. Very often we get a chant like that sung in our meetings, but they generally wait until the speaker has gone on a little, and then when they find, like the South, he is "running dry" they sing, "Sit down! Sit down!"

There is a lot I want to talk to you about, but I don't want to go rhapsodising all over the place; I want to keep myself within bounds.

I don't want to speak again to you of your hospitality, for no words of mine can ever convey my feelings. I am happy here, I am having a real good time, and I know every one of you is a good friend of mine.

I usually like to speak to meetings without referring to notes of any kind, because the boys think when you read a speech that you have been burning the midnight oil, and they feel you are not speaking from your heart. But I have made some notes, because I want to speak particularly on several subjects. Don't think they are going to be dry, because I have tried to make them as wet as possible.

It has struck me very much that you have had on your platform this morning a representative of the Employers' Association. That is one of the new things I have seen since I have been here, and one of the good things.

Another of the good things that compels my admiration is the rule in your organisation against walking out. Although that is the most effective, it is the most unfair method to use. In England they call it "standing by." If you give a child a gun it is going to shoot something, although it doesn't know the damage it is going to do. Although you possess a dangerous weapon, that is no reason why you should use it. We have abolished that system in England. If you want to get on in your organisation you must have an organisation the employers can trust at all times. It is a positive fact that if the boys in a newspaper office here went to the employer five minutes before the presses would run and demanded a barrel of beer before they would start they would have it, but it would not be a fair demand. I admire your insistence that there shall be no walking out, but that differences shall be settled in a constitutional way.

The next thing I admire is your fraternal committees. I admire the fact that you have committees in existence between the various sections of this union that help to fraternise things and bring about harmony between the various branches. I admire further your faith in arbitration. During my journey from New York to this place I had many long talks with Bros. Kelly and McHugh, and I was very much interested in the talks on arbitration. At the present time it is a bit of a bogey to the British movement. We do believe in arbitration, but we have a Government in England that is class conscious, that is steeped in old-fashioned traditions, which believes that workmen can never be legislators, that they can never be the same flesh and blood or can do what the people born to the purple and fine linen can do.

They talk of compelling arbitration. How can you call compulsory arbitration anything like a fair deal? We have in my society in the last two years negotiated nine or ten new agreements for wages and working conditions without recourse to the strike and without calling in outside conciliators. I think you can get most of what you want by arbitration, but you will never get all you want by arbitration or any other method you may invent. A settlement by arbitration is more lasting, more secure, and more harmonious in its workings than any settlement you may be able to secure by force.

I liked what Mr. Francis said about the methods of the Printers' League in presenting to the members of the organisation the terms of the agreement it is proposed shall be drawn up. I learn you have the same difficulty here that we have; that your representatives will go into conference with the employers, they will bring back a report, and they get more kicks than anything else for the statements they make. There is one thing in England I have not found here, and that is that the employers will always condemn a man for the slips he makes, but never praise him for the little good deed he does out of the ordinary. I think that is more a fault among our employers than yours.

Another thing that compels my sincere admiration and the strongest possible desire to have the same in the old country, and that is your control over the foremen of the machine departments. Not that the foremen themselves in this country need control, but the fact that they remain members of the union and come as delegates to this Convention is a fine thing indeed. Over on the other side our boys do not have that privilege. I represent the assistants. We are called "printers and assistants." We have a number of men not technically assistants, but we represent the assistants' end of the game, and it is rare that one of our particular members becomes an overseer. But when a pressman not directly connected with our organisation becomes a foreman it is either upon the understanding that he gives up absolutely his Trade Union and has nothing further to do with it, or agrees to give up all active work in his union and be a neutral person. As a rule the union man promoted to be an overseer and who drops his card is a bigger tyrant than the man who has worked all his life with the blacklegs, as we call them, and gets a job in a union office.

I have been talking with your delegates about your trial committees. That is a new innovation to us. We have in England an Executive Board for the whole of the union. The board in each of the branches is termed the branch committee, and the appeal of the member goes before that branch committee and they decide the question. I learn that you appoint separate committees entirely as your trial committees to deal with the men if there are any infringements of the law. I think that is a good idea, and I will endeavour to have it adopted in our organisation when I return.

Another thing that struck me is the encouragement by the employers of men with ideas. I remember one occasion when we had trouble with the folder on the press I was working on. Two or three of us thought we saw the trouble. We went to the overseer and told him we thought if he did a certain thing he could get over that difficulty. The answer we got was typical of the English overseer: "You are not paid to think. Go back to your work." I was in the Curtis Printing Plant in Philadelphia and

in the Government Printing Office in Washington and found most of the improvements and inventions on presses have been the work of pressmen and assistants.

Another thing I admire is the youthful and happy spirit of the delegates themselves. In my country when we attend a meeting the officials have to remember that they are on a pinnacle. We do not usually mix with the boys as I have done down here. If we do, one section may think we are only playing to the gallery, and the other section will think we are only trying to find out what they think, and use it against them. In my society we are breaking that down; and, after all, in the best English fashion, by using the sporting spirit. We have started a sporting association, and we now play football at week ends, or on Tuesday night punch a good feeling into one another in the boxing section of the club at our headquarters. I do not take an active part in this section, for I might go down there any evening and put the gloves on and a man may come into the room who had been fined for a breach of the law a week before. What a splendid opportunity he would then have of getting his own back.

Now there is another thing I admire, that we admire, that the British Trade Unions in general admire, and that is the splendid man you have at the head of your organisation, George Berry. There have been only three great Georges in the history of the world: the first was George Washington, the second is George Berry, and I will leave you to guess the third. I see you get it right!

Now, brothers, I want to say this in all sincerity, that when Bro. Berry came to England we didn't know him. He made a hit in his speech in our Congress. I had an intense desire to know Bro. Berry. Now I want to show you the class distinction in our organisations. I said to the secretary of the Pressmen's Society, "You know Mr. Berry; introduce me." He found all sorts of excuses for not introducing me. They didn't want me to know him. I wanted to know George and talk over conditions in America with him. I didn't get the introduction, but I anticipated your American custom and at the first opportunity introduced myself, and to my amazement and to my very great pleasure the very first words he said were, "Bro. Isaacs, I have been wanting to meet you." That was pleasing, because I thought I was one of those obscure boys in the old country who were doing things with the eyes of the old members cast down upon me, and referred to as "One of the kids in a hurry." I do want to do things, but not necessarily in a hurry. If there is a post of honour for me in the ranks of the Labour organisations I covet that more than any other post the world could give me.

I have learned to love Bro. Berry more since I have been here than any other man I have ever met in my experience. I have not seen all your Home, and I am not going to see it until George Berry can take me around and show it to me. I am going to stop on the porch until he can do it. You have a Home here that should mean all the world to the members of your organisation. I came into this country not in the best of health. I have not had a holiday for five years. I began to feel better as I travelled through the country, but the four days I have been here in this beautiful spot have made me feel as well as I ever felt in my life. If it will do that to me, what is it going to mean to the boys who come out of the printshop after an illness and want to recuperate? Your sanatorium is going to be one of the weapons to fight the terrible scourge of consumption that overruns this country the same as it does our country. Over half of the deaths we pay benefits on in my society are from consumption. You will realise what a boon an institution of that kind would be. It is too much for me to hope that we can do it for some time. But I am going to go back and see if we cannot make a start.

We have two Convalescent Homes for printers, one at Deal, on the South Coast, one at Limpsfield, Surrey, near London. We have a Printers' Medical Aid Association, to which the men subscribe a penny each week, and from that association they can secure a letter of recommendation for eye-glasses, trusses, artificial limbs, etc. But these institutions are

not controlled by the organisations, and I am going to use my efforts to bring them under the control of the Printing and Kindred Trades Federation to see if we can use them to form the nucleus of something similar to what you have here.

I have not gone into the details of your school, but I have read your rules and have read the "American Pressman," and I have read the comments in the British trade journals and in the Berlin journals, or had them read to me. We have technical guilds in England. They are little clubs of men who form themselves together under the auspices of their union, engage an instructor, and endeavour to get some better technical education of their craft. We have technical schools run by municipal authorities in most of the great towns. They undertake to give instruction in the higher grades of the work of many industries; but these schools distinctly debar the members of my union from becoming students. I will come to that again when I come to make my comparisons. I want to say now, we admire your school. In Berlin last August in talking with the printers I found they had the same admiration and were talking of copying your plan.

I want to compare the systems of promotion. This will show why our schools are closed against us. Any young lad in this country who goes in as a feeder, if he has any ambition, has the opportunity to become a pressman and go to higher positions in the firm. A man who is a machine feeder in England can never be a machine minder only by selling his principles. If you go as a layer-on you are a layer-on until you die. We have a man working in one shop aged 71 years who is still a layer-on, working on an old-fashioned press. They get their pressmen in England by the old-fashioned apprenticeship system. They are sticking to the system, not because it is good—everybody admits it is bad—but because we have had it a long time. We don't scrap an old machine, but keep it going, instead of getting a new machine and making profits right away.

A boy leaves school and goes into a printing office. He doesn't go as a machine feeder, but to learn the trade. He is bound to work for that firm seven years; he cannot leave, but he can get the sack. If he doesn't give satisfaction or doesn't show a possibility of making good they can cancel his indentures and remove him from the firm. That is an example of British law. The judges have shown that they can cancel a man's indentures if he doesn't show signs of making good. He will knock about the shop for the first twelve months, then go on a small platen press and learn to make ready. At 15 or 16 he may be put on one of the small cylinder presses. A boy of 16 goes on the cylinder press as a pressman, and the man feeding has perhaps had 30 or 40 years' experience as a feeder.

The feeling is so strong between feeders and pressmen on the cylinder presses that the pressmen have rules and laws in some of their chapels which say they must not mix up with the feeders outside of the press-room. Those are some of the difficulties there. Someone asked me the other day if the feeders don't help cut overlays or paste the sheet on the cylinder. I said they were not allowed to; and the questioner thought we were mad. We must not touch anything; we are there only to feed the press. None of us can become pressmen unless we go out of that shop into a shop where no union pressmen work, work as strike-breakers or non-union men, and by that method become pressmen, go out into the country, join a little branch of the Typographical Association, get a pressmen's card, come back into London and get into the other branch. But who wants to do a thing in a hole-and-corner fashion like that? My boys don't do it. If any of you boys want to know anything more about this matter, come and talk to me and I will inform you.

In the web press end it is far different. We have only one section in my society for feeders and web-press assistants. In London we have no learners at all in the rotary machine rooms. In the provinces they take boys of 18 into the press-room in the proportion of one to every four men employed. In London the only way to get into a newspaper press-room is to become a member of our society, and you can only get into our society if you have been a flat-press feeder. When the first rotary press came to London the machine minders (pressmen) who had jurisdiction over the flat-bed presses

refused to have anything to do with those machines. The result was they put our boys on the machines and promoted them and made them machine pressmen. Then the pressmen saw they had lost a good thing, and simply through our own neglect of our opportunities they captured a good many of the positions. The result is that in some of the newspaper offices every pressman is a member of our society; in others they are members of the Machine Tenders' Society. But if one of our men is promoted to a pressman they will not take him in the society because he hasn't that piece of parchment showing he has served seven years.

About 18 months ago the London "Daily Mail" was running a big paper. They sent to me and wanted me to send them 40 good boys, web assistants. I did so. The next day they said to me, "Your boys have made a mess of it." We brought up the father of the chapel. He then proved the fact that two of the extra men sent over by the Pressmen's Society had served an apprenticeship of seven years on flat-bed presses but never handled a rotary press before. Whilst there is a Pressmen's Society in existence we will recognise it, and if any of our men are promoted to be pressmen we will willingly allow them to join the Pressmen's Society, but we are going to insist that the man be allowed to take the opportunity laid before him. We cannot send any of our men into the technical schools to learn the technical side of the business unless he has an indenture to show he is an apprentice. If a man is apprenticed the employers ought to teach him his trade and not send him to a technical school.

The standard of living here and the wages paid are higher than the standard of living and the wages paid an English workman. It is true the cost of food and living is higher here, but the higher wages you get more than compensate for the increased cost. You eat bigger meals than the English workingman in your same position; you have a greater variety of food; you eat fruit to a greater extent than we do. It is a most unusual thing to see fruit on the tables of men in similar positions to yours, and to see it regularly on the breakfast table would be an unusual thing.

There is a little matter that struck me very much. I notice that most of the assistants and pressmen here like to smoke cigars, and do smoke them. The cost of a cigar here is about equal to the cost of a cigar in London; but if we saw one of our members smoking cigars everybody would want to know who died and how much had been left to him in the will. The only time we can smoke cigars is at Christmas time, when the publican gives us cigars as a present, or we have drawn our club money. Your wages as compared to ours are about in the same proportion as 40 is to 100. Where we get 40dols. you get 100dols.; but where we spend 40dols. for food you spend 80dols. You spend twice as much as we do for food, but on the whole you have a better balance at the end of your working week than we have.

There is a yarn in England that a man has to work a week to live a week. George Roberts, one of our Labour Members of Parliament, said there was a man who had been working in the old-fashioned style 40 or 50 years, going to work early in the morning, working until late at night, going home, having his glass of beer and going to bed. Finally, he passed away. There was mourning among his family and friends. After he was dead they erected a monument and inscribed on it, "He fell asleep." George Roberts said he never fell asleep; that he never was awake. You are alive here; as Billy McHugh says, you are "live wires," everyone of you. You do see a better life than we Britishers. I went to Coney Island on Sunday and saw the place crowded with working people, whereas we only get a holiday like that three or four times a year. All things considered, the American pressmen and assistants have the best of it.

We have an idea in England that if we come to America it is all Yankee hurry. That is true of traffic in New York. I never had such a lively time in my life as while I was in New York. In America in driving you must keep to the right; in England you must keep to the left. As a result when I stepped off the curb and looked over my left shoulder the car would be coming from my right. I would need to skip lively to get free.

I stood (as I thought) on the proper side of the road and asked a policeman where I could get the car for Forty-First Street. He said, "You will get it in the middle of your back if you don't look out."

While you are supposed to have Yankee hustle in this country, in England we have doggedness—with the accent on the dog. Here I have heard the foreman say, "Here, Bill, do this," or "Jack, do that." In the office where I worked you are often spoken to without the use of your name at all. The overseer in our office led us such a life we had to play the game with him. He would say, "Hey, you." We would all have to look around and he would point to the one he wanted. We made an alliance with the other workers and we gave him "Hey, you!" until the manager asked what we meant and we told him. I couldn't go and say, "Here, Jim," to the overseer, "what have you for me to do?" I have to say, "Mr. Jones, have you anything more for me to do?"

Compare the question of political action. We in England believe, we believe stronger every day, that it is absolutely necessary to take action politically to secure our freedom. Our Parliament is made up of lawyers and sons of aristocrats and people in the high places of life. Our House of Lords is made up of those who are peers by birth or men who were promoted to the peerage for service rendered—not always to the nation, but to their political party. We have a majority in the House of Lords who are always against Labour except when Labour puts the fear of death in their hearts. It is impossible for a workingman in England to become a lawyer or a doctor. All these professions are the preserves of the moneyed classes, and the desire of the moneyed classes is to see the magic symbol M.P. tacked on to their own names or the names of their sons.

Our fight is against judge-made law. It is class-made law in the first instance, as our Parliament is composed of the class who consider themselves above the workers. If there is a loophole we seek to escape through, the judges take particular care we don't get through it. We have two jury systems in England, the common jury composed of the likes of you and I, and the other a special jury composed of men with incomes above a certain figure. The result of that is that we had the Taff Vale decision, which said that while we did not have the rights and privileges of a corporation we had to suffer all the disabilities of a corporation. We cannot force a man to pay dues to our organisations. We cannot force a man to come out on strike if he doesn't want to. While a corporation can compel its members to do anything, we cannot compel our members to do anything, but we had to suffer all the disabilities of a corporation under that iniquitous Taff Vale decision. We reversed that decision, however, and got the Trade Disputes Act. You have a Trade Disputes Act before your Congress, and if you take my advice you will do all in your power to get it enacted, because it is a charter of rights to you. I refer to the Bill of the American Federation of Labour now before the Senate.

I wish to make some comparison of the centralised control of the various unions. England was the first country to build Trade Unions. America followed its lead and adopted its plans. In any city some man may start a union on his own particular plan. Therefore you have dozens of different plans in unions. In Germany when they started they sought to adopt the best of our plans. They sent a committee to England and adopted what is called the engineers' plan. They formed a General Federation of Trade Unions before they had one Trade Union to become a part of it. They formed the central organisation first and laid down a plan upon which various industries were to be organised, and that has been commonly followed, with the result that there are only 47 Trade Unions in the movement proper in Germany with a membership of over three million. In England there are over 1,200 Trade Unions with a membership about the same as in Germany. In England there are 22 different Trade Unions in the printing trades alone.

You had a harder job than the Germans had. You had the old English idea of the separate unions. You brushed away the differences of those unions and built great international unions such as this one here. We

are pushing the question of amalgamation in England, not the industrial amalgamation as expounded by the I.W.W. people, but the amalgamation of all the unions that cater to the same class of work. In England we have four associations catering for pressmen and assistants. We say they should be merged into one organisation.

My own society accepts into membership similar people to what you do; but we have had a very chequered history since 1909. On April 1st, 1909—a very appropriate date—I was appointed General Secretary of my organisation. We then had a membership of 4,200 and twelve branches outside of London; we had a debt of £1,500 to various creditors and a mortgage of £2,000 on our building, and assets of 2s. 3d., equal in American money to 56c. Five years have gone by: we have got over all our internal differences, we are united, whereas before we were split up into factions. Our differences are all done away with, we are a happy family, and now have a membership of 6,200. It is not nearly the size of your organisation, but you must remember that our country is not as big as yours. We have 19 branches outside of London instead of twelve, and we have no liabilities of any sort. We don't owe any money on our buildings and we have assets worth £10,000 (50,000dols.) instead of 56c. Five years ago we were anti-political, but because of the propaganda we have carried on up and down the country we now stand pledged by a secret ballot of the membership for political action. Therefore I stand here to-day, and claim for the printers and assistants of England that we are a real live organisation.

Now to come to criticisms and suggestions. I have very little to say, but I want to drum into you that your system of separate web pressmen's organisations, flat-bed men's organisations, and assistants' organisations is wrong. I would suggest, and, in fact, I would urge complete centralisation. In my opinion there should be only one union in each town, or in each district; the web pressmen and all of the others should be in one organisation. You can easily prevent overlapping and secure proper control by having the union in separate sections; but there should be only one board, one president, one secretary, and one business agent of each union. I have been a careful student of Trade Union systems, and a great deal of trouble has come from this decentralisation system. I would counsel you to give this serious consideration and see if you cannot make it possible to lump all your organisations in one town into one.

Mr. Berry said something the other day about closer affiliation. That is all right; take it up with both hands; but don't let that be the sole object. I feel in my own self that there is a class feeling gradually growing between the sections in your country represented by this Convention. I have been talking with different members, and I find pressmen and assistants in their working hours do not fraternise as closely as I think they should. But when you gather around the board for your frolic you are all happy boys together. Carry that inside the organisation, boys, as well as outside. If you get closer together like that there is a great future for the organisation. William Morris once said that if the people would only get closer together, if they would only realise their strength, these words would apply, that they would have the classes opposed to us saying:—

What is this, the sound and rumour?
What is this that all men hear?
Like the wind in hollow valleys
When the storm is drawing near.
Like the rolling on of oceans
In the even time of fear,
'Tis the people marching on.

That is what we want you to do, go marching on in a united body, and success will be yours.

The aims and objects of the Trade Union movement are the same all over the world, and it is my hope that some day our movement will base its appeal to the people, not upon cupidity, not upon the love of gain and better conditions, but upon the love of humanity. There is more in our

movement than wages and hours. It is a real religious movement. It aims to make healthier, happier, better, and brighter men, women, and children. The child of a Trade Unionist has a better time in life than the child of a non-unionist. If the movement brings happiness to the kiddies, that is something worth aiming at. And is there a man here who would not rather bring happiness to the kiddies than to himself?

Our object is to restrain the selfish and raise the fallen; restrain those who would advance on the bodies of those who have fallen. Our movement aims to do that. Those who would work 24 hours' overtime in a week, if they could do so, are not allowed to do it while some other poor devil is walking about with no work. We want to help the weak. All of us are weak individually. The Trade Union movement helps the weak by organising them in strong bodies to protect us against those who would attack us. We punish the traitors. Judas was not the last traitor, although, perhaps, he was the worst. But the man who will sell his brothers must be punished. The best way to punish him is to consign him to the everlasting contempt of his fellow workers.

I say that it is a religion, and it should be the aim and object of our movement to instil it into the boys and girls. We have started a new innovation in England. We are going to take them into our union from the age of 16. We are going to make them pay a contribution. When a boy or girl begins to pay a contribution he or she begins to think. We are going to hold quarterly meetings and talk on the history of the Trade Union movement, not only on dues and reports. We are going to show the boys and girls something of what Trade Unionism means. We will follow the lines of the temperance and religious bodies, and that is to train the young the way they should go.

In our movement we need not only faith, hope, and charity, but also justice and optimism. You want faith in your organisation and your chosen leader. You want hope for the common good of all those for whom you are working, and also for those who differ in their ideas from you. You want charity for those whose necessities compel them to seek your help. You have many members in your organisation who, whilst they would scorn help from other people, receive it in the spirit in which it is given from their Trade Union movement. You want justice—you must have justice—justice for those who come before you for trial; and in justice you must always take this great fact into consideration, that whilst you must punish those who have erred against your desires and intentions, always give a man credit for his intentions no matter what the result of his efforts may be. If a man starts out to do something and makes a mess of it, give him credit for his intentions. You want optimism so that you can always hold your face to the light, always see the bright lining that is supposed to be in every cloud, always hopeful that everything you undertake in your movement will be successful.

I am going to ask you to take as your motto, "Equality, Fraternity, Liberty." You must have peace with all men and all nations. I hope the great American Labour movement will always stand four square against legalised murder, which is known by the term of warfare. We have no quarrel with our brother workers. I have been among the workmen of Germany, and we have no quarrel with them. If any Government wishes to capture a few more mines or a few more miles of territory we must not shoot down our brothers to help them do it, whether they be white men or black, whether they be Frenchmen or Germans or Englishmen. If we can follow out these principles we shall be quite safe, and need have no fear when we pass the great divide, when we stand face to face with the Great Architect of the universe, waiting for judgment. Live to those principles in the hope that judgment when delivered upon you will be in the beautiful words applied by one of your poets to President Garfield:—

Life's race well run,
Life's work well done,
Life's victory won—
Now comes rest.

President Berry: I don't want to make a speech in response to Bro. Isaacs, because there is nothing to be said on the part of the presiding officer in confirmation—we are all in accord with every sentiment he has spoken. He has convinced us of the practicability of our ideas in the main. His experience in England and his difficulties in England—the difficulties he is now endeavouring to overcome—is the greatest proof of the stability of our organisation as regards the matter of having every press-room artisan on this continent in one union. The vicious and unfair attitude and the conditions existing there as a result of the division is proof positive that there is no place in the Press Assistants' Union outside of the international body and no place for the pressmen outside of the international body, but that our place as a unit is in the I.P.P. & A.U. I know I can say to Bro. Isaacs that we join with him in the hope that one great organisation of press-room artisans will be the result of his efforts on his return home, and that the condition of apprenticeship, which is in absolute contradiction of brotherhood, fairness, and justice, will be completely eliminated through his efforts and those of his colleagues who are with him in opposition to that system existing in England at the present time. I know he will feel that we are happy to have him here, and I am going to ask some delegate to move that Bro. Isaacs' speech be made a special document of the International Union; that it be published in the "American Pressman" and used in pamphlet form as an organisation document for the International Printing Pressmen and Assistants' Union in honour of him and to the credit and the advantage of our organisation.

Delegate Guthrie: I move that the address be printed in the "American Pressman" and that it be printed in pamphlet form for distribution. (Seconded by Delegate Martin, and carried by unanimous vote.)

I am glad I "made good," not for my own personal satisfaction, but because of the credit and advantage that will eventually come to this society, and also because of the kindness and hospitality showered upon me by our American brothers. I am hopeful that my criticism and suggestions will prove beneficial, and that my visit may be provocative of good to the I.P.P. & A.U., as well as to the N.S.O.P. & A.

President Berry, in the July issue of the "American Pressmen," made the following statement:—

One of the most important features of our Convention was the presence and the speech of Mr. George A. Isaacs, Secretary of the Operative Printers and Assistants' Society of Great Britain. His speech was considered one of the most brilliant that has ever been presented to a Convention of our International Union. The comparison of the conditions of Europe of the press-room artisans to those of our country was instructive, and will be of great advantage to all who had the opportunity of hearing him. The point that especially appealed to our membership was Bro. Isaacs' declaration that he considered our benefits and conditions, which are superior to the conditions of his country, due more than anything else to the fact that we had but one International Union in the press-rooms of America. He pointed out the pitfalls and the disadvantages that come to workingmen and women where there is permitted to exist a division in the affairs of any given trade. He further indicated that there was a concentrated move now being made in his country to amalgamate many of the organisations that are practically dormant and inactive because of too many organisations, too many office-holders, and not enough organisation and cohesiveness.

By unanimous action of the Convention Bro. Isaacs' speech will be made an organisation document, and will in due time be printed in the "American Pressman" as well as in pamphlet form; it to be used in our organisation campaign as well as in the furtherance of educational work within our own body.

The afternoon session was directed mainly to the consideration of the reports of the Home Trustees and Technical Trade School Trustees. Several of the resolutions on alterations of rules that had been submitted to the Committee on Laws were reported upon and disposed of.

A Presentation.

At the close of the session Vice-President D. Pfister obtained the permission of the President to make a statement on behalf of the "Little Yellow Dogs." He said he had been deputed to express the opinion of that society that "Little Yellow Dog George Isaacs was one of the best men that had ever come to America." (Shades of Columbus!) He continued in a humorous vein to enlarge upon my popularity with all Yellow Dogs, and to refer to the manner in which I had fraternised with them and entered into all their fun. Knowing by now the love of practical joking that forms part of the very existence of every member of the I.P.P. & A.U. from the President downwards, I began to wonder if this was one of their "stunts," and what sort of a game was on; but I was most agreeably surprised when Bro. Pfister presented me, on behalf of the Yellow Dogs, with a handsome silk watch fob, with gold locket set with diamond attached, and engraved "Presented to George A. Isaacs, June, 1914, by the Yellow Dogs of the I.P.P. & A.U."

This is but one of the many instances of the kindness of the delegates, for I was told by Bro. Pfister that the fob was a present not from the union, but the spontaneous gift of the delegates. Because of the happy and kindly spirit in which the present was conceived, the humorous but sincere goodwill with which it was conveyed, and the recollections that it will always hold for me, the fob will be one of my most treasured possessions.

A Long Sitting.

By Thursday business was in full swing, the various Committees having completed their work and waiting their turn to report. From 9 o'clock until 6 o'clock, with a short break for dinner, work was kept going, and at 8 p.m. the Convention reassembled for a night sitting, finally adjourning at 12 o'clock.

Internal Affairs.

Friday was to be the final day of the Convention. Committee after Committee submitted their reports, and a great number of their recommendations were adopted without question. In the afternoon session the Committee on Officers' Reports were called upon for their report, and I was placed in the President's chair, where I was warmly welcomed by the delegates giving the signal and sign of the "Little Yellow Dogs." I responded to their signal, because neglect to have done so would probably have led to a trial at their next meeting and a fine of "two bits." The Committee reporting read a lengthy statement, in which they reviewed the report of all the officers, i.e., President, Secretary-Treasurer, Vice-Presidents, and Organisers. They drew attention to the various matters raised,

paying compliments or calling down condemnation when they thought fit. Arising from the President's report upon the condition of a branch in one large city, they recommended an investigation on the spot by the Board of Directors (Executive Council). A reference in his report to the conduct of a local union elicited a recommendation that a fine of 100dols. be imposed. The action of one officer came in for very strong criticism, and a warning was uttered. A rather spirited debate ensued arising from the recommendation that a local union be fined. President Berry responded to the criticism of the delegates representing the union referred to, and ultimately the Committee's report was endorsed unanimously.



I surrendered the chair to President Berry, and the proceedings drew to a conclusion.

A Mark of Distinction.

A further honour was paid to me and to the N.S.O.P. & A. by my admission as honorary member of the I.P.P. & A.U. by the unanimous vote of the Convention, on the motion of a delegate in the hall. My expressions of thanks were the last words spoken at this Convention, for when I had taken my seat the President, in a few words, closed the Convention with hearty wishes to all the delegates.

Faith in Arbitration and Conciliation.

By far the most prominent feature of the assembly was the absolute faith of all delegates in arbitration and conciliation, although always retaining the right to strike. Insistence upon every and all possible means of a settlement of disputes relating to wage

contracts by arbitration was the dominant note in all speeches, and this should be borne in mind when we read the wonderful yarns published in a section of the English Press with reference to the American Trade Unionist and his supposed love of argument by dynamite.

Reciprocal Benefit.

I am confident that the week thus spent amongst the delegates to the Convention will ultimately prove beneficial to our own society and to many of our members individually. I have promised to send one of our badges to each delegate attending the Convention, also a copy of this report. Should any of our members at any time seek to earn their living in North America they will find that our society is known and understood and its members welcome.

I have promised many delegates that I will write as often as possible to the "American Pressman," the official journal of the I.P.P. & A.U.; items of interest in the British movement will be welcomed, and I will also join in the discussion on general matters. I think it would be good business to place each of the local unions of the I.P.P. & A. U. on our postal list for a copy of our Half-Yearly Report.



IN TENNESSEE : A ROAD, A CREEK, AND A BRIDGE.

INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION OF NORTH AMERICA.

Jurisdiction, Constitution, Methods, Government, Rules, Officers.

The International Printing Pressmen and Assistants' Union of North America has a jurisdiction extending over the entire North American continent. It consists of 382 branches, termed subordinate unions or locals, linked up with the International Union in a similar fashion as the Typographical Association in England is connected with its various branches. It includes within its ranks pressmen (machine minders), assistants (feeders, etc.), web pressmen (minders and assistants on rotary presses), roller makers, newsboys, carriers, etc., and other classes of workers not chartered by other international unions.

Branches.

Subordinate unions are created by the issue of Charters, and usually a separate charter is issued for each of the sections named above. Thus in one city there can be a Pressmen's Union, an Assistants' Union, and a Web Pressmen's Union, each working more or less independently of the others, but all subordinate to the laws (rules) of the International Union. There is at present a number of towns where only one local (union) exists, covering all three grades of workers, and this method with its resulting closer unity is steadily growing in favour. There was evidence of this at the Convention and at the numerous meetings I attended, where my criticism of their present method and advice for closer unity was always received with approval.

Government.

The control of the union is in the hands of a Convention which has up to the present met annually, but from this year will meet once every two years. Each local union can be represented by from one to ten delegates, according to its membership. Sometimes small unions combine and send one delegate to represent their joint interests, as the expenses of delegates to Conventions are borne entirely by the local unions sending them. To prevent outside interference, as a great number of members of the union are engaged in selling printers' supplies of various kinds, all delegates must be actually employed at the trade or officers of their local. It was interesting to note at the Convention that quite a number of the delegates were foremen. A clause in the laws governing the

Convention appeared strange to me, and I gave it careful consideration. It reads as follows:—

All delegates who have served at a regular session of the International Union shall be considered permanent members of this body, and the Secretary-Treasurer shall keep a book of record, inserting the names of the delegates at each session, when they served, and from what union; said members to be admitted at all times to the floor at any stated or executive session of this International Union, but they shall not vote on any question.

This, in my opinion, is a bad provision. It enables men no longer printers but agents for ink, paper, and roller makers, and suppliers



Vice-President: Vice-President: President: Vice-Pres. Sec.-Treas.
D. P. FISTER. W. H. MCHUGH. G. BERRY. W. BROPHY. J. C. ORR.
G. A. ISAACS.

THE BOARD OF DIRECTORS AND THE FRATERNAL DELEGATE.

of other materials, to attend the Conventions. In addition, men who are not successful at an election in their local, but who have been delegates to a Convention before, have a right to come to the Convention, submit resolutions, and discuss matters upon which their views have probably determined their rejection at the local election. I was a careful observer of the Convention at work, and I noticed that a number of resolutions were submitted by these ex-delegates which, although rejected by the Committee to which they had been referred, nevertheless were made the vehicle by the mover for a lengthy speech. On several occasions it was evident that

the regularly elected delegates from the branch were unanimously opposed to the suggestions under discussion. On the other hand, there is the view that the system brings to the Conventions the men who have year after year kept in touch with the union's efforts and thus assisted to obtain a well-ordered, consistent policy.

International Officers.

The qualification of a candidate for an International office consists of membership in continuous good standing for at least one year, freedom from delinquency of any nature to the International or local, and, in addition, the local union to which the candidate belongs must have discharged all its obligations to the International. International officers consist of the President (whose position in trade matters is on a par with that of a General Secretary in England), who presides at all International meetings, controls the Board of Directors and office staff, but does not deal first hand with finance; a Secretary-Treasurer, whose title accurately explains his duties; and three Vice-Presidents, one of whom must be a pressman, one an assistant, and one a web-pressman (either a minder or an assistant). These five officers form the International Board of Directors, who control the union between Conventions.

The Secretary-Treasurer.

The officer in charge of the finances is termed the Secretary-Treasurer, and the combined title will give an idea of his duties. The President does not deal first hand with financial questions, all of which are the concern of the Secretary-Treasurer. This officer is not troubled directly with the question of wage contracts or trade disputes, but at the same time he is a member of the Board of Directors. The present holder of the office is Joseph C. Orr, of Scottish descent. Under his able guidance the financial system of the I.P.P. & A.U. has reached perfection, combined with simplicity. The register of membership, with a complete record of each member, has been prepared on the card system, filed in numerical order of the local union to which the individual member belongs. A new member is given an international number, which is shown on his card, and no matter what local branch he may ultimately transfer to that number is always shown, and applies to that member alone. Should he leave and rejoin, he receives the same number again. Should he leave entirely, the number is not used again. It would be greatly to our advantage to adopt this system, for I can see no other way of properly completing our register of membership. Secretary-Treasurer Orr (universally known as "Joe") was one of those who placed himself to unlimited trouble to make me comfortable and supply me with information. He is essentially Scottish in his character and methods (except that he quickly sees a joke); quiet and unruffled, yet always, as the Americans say, "right there." Financial questions when raised at the Convention would be met by the President saying "Secretary-Treasurer Orr will reply." The reply was always given in a quiet, matter-of-fact tone that almost suggested unconcern. That his easy-going manner was deceptive

was only too evident, as those who endeavoured to challenge his position on the finances found. It was like nothing so much as running against a wall, and a wall of Scotch granite at that. To show the value of the financial and recording system he has installed, I have only to state that it is being copied by a great number of international unions.



THE SECRETARY-TREASURER : JOE C. ORR.

The International officers are chosen by the electoral vote, the local unions being the unit of voting, with representation as follows:—

For the first 50 members or less, one vote; more than 50 and less than 100, two votes; for each extra 100, one vote, but in no one case shall the number of votes from any one union exceed ten votes, the majority for or against constituting the total vote.

In actual working this means that candidates A and B are seeking election as President. A ballot is taken in each local, and the candidate who receives the majority of votes cast in any one town is credited with the full electoral vote of that local. For example, the local may consist of 100 members, and at the election candidate A receives 60 votes and candidate B 40 votes. Thus, by a majority, candidate A is declared the choice of that particular local, who then register their choice with the International at their full voting strength, namely, two votes. This appeared to me to be a fair and reasonable method, as it gives every member power to exercise his choice. In crediting the vote of a local, majority rule prevails, whilst the proportion of votes in the various locals prevents one or two large unions swamping those that are smaller.

The qualification of a member to vote is—

(1) possession of a current working card and freedom from delinquencies of any nature to the International or the local; and

(2) his local must be free of all dues to the International.

All International officers are elected for two years, but are subject to recall by a ballot equal to that of their appointment. They are required to take the following declaration before assuming office:—

I (giving name) do hereby pledge my most sacred honour that I will faithfully perform the duties of the office to which I have been elected to the best of my ability for the honour and welfare of the International Printing Pressmen and Assistants' Union.

Organisers.

The President has power under the laws to appoint an organising staff for the following districts:—

One representative (a Canadian) for Canada; one representative for New England and extreme East; one representative for the South and South-East; one representative for the Middle West; one representative for the North-West and Western Canada; one representative for the Pacific Coast, South, and South-West, who shall each be members of a union in their zone.

International Dues.

The income to the International is raised:—

(1) By dues paid by each local, equal in English money to 8d. per week for pressmen and 7½d. per week for all other branches. This is apportioned in different amounts to the following funds: Burial, Home, American Pressmen and Trades School, General Organisation, and Defence.

(2) By granting of charters and seals.

(3) Sale of membership certificates, books, etc.

(4) Surplus on the operation of the Trades School and sale of "American Pressmen."

Each of the funds named above is kept quite separate, and is used only to meet the requirements of the particular object to which it is assigned.

In addition to the foregoing, the laws require that local unions receiving an increase of wages through the efforts of an International

representative shall pay 5 per cent. of that increase into the International treasury for six months, to be used as a General Organisation Fund for the improvement of conditions in weaker branches. This is a useful provision, as it not only encourages locals to do the best for themselves, and thus avoid the necessity of paying the 5 per cent. to the International, but it also provides funds for the betterment of those unions who are unable to act without International help.

Benefits.

Benefits that are paid direct by the International body are Death Benefit and Strike Benefit, and, of course, the use of the Sanatorium. Death Benefit is as follows: After six months' membership 50dols. (£10 8s. 4d.), rising to 100dols. (£20 16s. 8d.) at the expiration of two years' membership. Strike Benefit amounts to 7dols. (£1 9s. 2d.) per week for each married member or head of a family, and 5dols. (£1 0s. 10d.) per week for each unmarried member. These benefits continue for eight weeks.

Use of Funds.

In addition to the benefits, the laws provide for the funds of the union being applied as follows:—

(a) For defraying all necessary expenses in maintaining this International Union.

(b) for sustaining legal strikes of subordinate or affiliated unions;

(c) for resisting the encroachments of unfair and disreputable men when too strong for the subordinate unions to contend with;

(d) for the purpose of advancing and defending the principles of unionism as applied to our own trade, whenever and however the Board of Directors may decide;

(e) for the payment of death benefit claims;

(f) for the operation of a Sanatorium, Superannuated Home, and Trade School.

Clause (c) would appear rather strange in an English Trade Union, but I found on inquiry that its inclusion is most necessary and very useful.

Clause (d) is also a most useful clause in view of the activity of interested persons securing injunctions against the unions upon the application of a supposed discontented member.

Investments.

All funds in excess of 3,000dols. (roughly, £600) are to be invested in United States Government bonds. The amount named appears a very small financial reserve to keep for immediate use, but it is quite ample to meet their normal requirements. It would be well if we could copy this example, and make more use of our funds by investment.

Appeals.

Appeals by members from the decision of their local unions are submitted to the International President. Upon his decision being given, it is competent for either of the parties to appeal to the Board

of Directors, and then from the Board of Directors to the Convention in its regular session. The method of dealing with cases when they first come before local unions is described later. All such appeals must be submitted in writing, and all parties to such documents are required to make affidavits as to the truth of their statements.

Wage Agreements.

No contract or agreement respecting wages, hours, or working conditions may be entered into without the consent of the Board of Directors under a penalty of suspension or expulsion of the local branch concerned. As suspension means that, in the event of strikes or death no benefits will be paid by the International, this is a serious punishment, and is put into force without hesitation when a breach of the rule is made. Numerous other provisions are made to ensure that objections are carefully considered, and that the whole proposal is in accord with the International constitution. The laws also insist that—

All subordinate unions entering into contracts shall insert therein a clause reserving to their members the right to refuse to execute all struck work received from or destined for unfair employing printers or publishers.

By this clause the possibility of having to execute work sent from a shop in dispute is avoided, and it tends to narrow down any such dispute to the office in which it originated. I have dealt with wage contracts in another part of this report, and have given very fully the agreement between the International Union and the Printers' League of America.

Educational.

This portion of the laws deals more with sanitation than with education as the latter word is understood in England, but without doubt it is education of a most useful character.

By this law each branch is directed to appoint members to act under the direction of the International officers for the purpose of combating diseases, especially tuberculosis. It is the duty of these members to investigate the sanitary conditions in the workshops within their jurisdiction, and make recommendations to their branch for the enforcement of regulations that will ensure the health and comfort of their membership. In the event of the sanitary conditions being unimproved, the branch is authorised to strictly enforce a wage scale of 10 per cent. in advance of that paid in sanitary shops. The reason for this is to enable members working in such shops to be better able to resist the possible infection arising from the insanitary conditions. This is one of the most admirable phases of the union's activity, as it places a direct penalty upon employers, some of whom, as we ourselves know, work their employes in most unhealthy places. If this regulation were enforced in London, a number of flat-bed printing offices, and also newspaper offices, would be paying an extra 10 per cent. It is found that the payment of this higher scale very often secures that the objectionable conditions are remedied. After all, an employer's most vulnerable point is his pocket, and a touch

there sets him thinking. When that touch develops into continued pressure, the thinking rapidly develops into action.

Ladies' Auxiliaries.

The laws provide for the creation of committees of members' wives, mothers, daughters, etc., for the purpose of furthering social intercourse and creating a greater interest in the work of the union amongst the womenfolk. This proposition has not yet been given a lengthy trial, the union having been fully occupied in connection with the home and trade disputes. It should prove a beneficial move, and lead to the Trade Union becoming real and interesting to the whole family, instead of it being considered, as it sometimes is, an irksome necessity. If the womenfolk knew more of the union's work we are sure they would be anxious to promote its welfare.

Local Bye-Laws.

The bye-laws governing every branch are numerous and interesting. Amongst them we find the following provisions. A member seeking employment must apply only to the foreman. If he applies to a proprietor or a manager either by letter or in person he is liable to a heavy fine or expulsion. A member taking a striker's place is not entitled to trial but is summarily expelled. Local unions have power to fine their members for refusing to attend meetings, but in no circumstances can they impose a fine for refusal to attend meetings held on Sundays. A pressman is not allowed to feed his own press under any conditions, or operate an automatic feeding machine, nor may he perform any work in the nature of making-ready or preparing a press, etc., without the help of a member of the Assistants' Section. Members working the 48 hours in any week in one office are to be deemed "unfair" if they accept or apply for a situation in another office during that week. No web pressman (rotary hand) may work more than six days or nights in any one week, except when a substitute cannot be supplied by his local union. In view of the great number of seven-day papers that exist in America, this latter clause is a most important safeguard.

Foremen.

The union claims and exercises control over the foremen of press-rooms, as the following clause in the bye-laws makes clear:—

It shall be the duty of the Executive Committee of each subordinate union to see that no person other than a member in good standing in a Pressmen's Union is recognised as foreman of a press-room in its jurisdiction.

Foremen are under a severe penalty if they employ non-union labour when union labour is obtainable. In the time of slackness they must first discharge (when discharges are necessary) the last man employed, and so on; and should they again require new hands within 90 days of a discharge they must first offer reinstatement to the men last discharged, and so on in similar order. The foreman is bound by the union not to suspend or discharge a man without "good and sufficient reason." Members with a grievance against the

foreman arising out of any matter covered by the laws may prefer charges against him to the union, such charges to be tried as all other charges, as explained later.

Fair Conditions.

To ensure that the printing work of the union is performed under strictest Trade Union conditions, and also to ensure that the local union takes an active part in the work of the Allied Trades Councils (particulars of which are given elsewhere in this report), the following two clauses are inserted in the bye-laws:—

It shall be obligatory on all unions to have official letter heads, and to have the Allied Trades Union label on all printing.

Wherever an Allied Trades Council exists within the jurisdiction of a subordinate union it shall be compulsory for the said subordinate union to unite with the said Council. All subordinate unions shall have their printing done on paper bearing the "watermark" union label of the papermakers whenever it is possible to do the same.

Publicity.

For the purpose of bringing before the notice of the entire International Union matters of interest in local branches, it is obligatory on the local unions to elect an Official Correspondent to report on all matters to the "American Pressman."

Promotion.

To prove that there is no autocratic bar to the recognition of merit, thus enabling every man to work in the sphere for which he has ability, the following clause (which I quote in full from their bye-laws) is very interesting:—

The cards of all pressmen and assistants shall be interchangeable, and a member of any subordinate union may have the right to work at any branch of the business chosen by him, provided that the apprentice laws shall be respected.

The interpretation of the above law shall be that a member of the International Union, who has served an apprenticeship on any class of printing press, shall have the right to work at any branch of the business chosen by him, and the union refusing to accept the cards of said members desiring to transfer shall be disciplined by either reprimand, fine, or suspension, as may be determined by the Board of Directors.

The interpretation of that clause, as given in the second portion of the clause itself, renders further comment superfluous.

So that the apprenticeship system in operation, and fully recognised in the press-rooms of America may be thoroughly understood I have thought it advisable to print the law governing the matter in its entirety. I have, however, added at the foot a few notes and explanations:—

(1) Subordinate unions should make regulations limiting the number of apprentices to be employed in each office, and one apprentice to be allowed to every four journeymen. Learners as cylinder press feeders shall be taken from Job Press Feeders' or Junior Union when such exist.

(2) No member of an Assistants' Union shall be eligible to become a member of any local Pressmen's Union unless he has served four years

in a press-room under the jurisdiction of the International Printing Pressmen and Assistants' Union.

(3) In any place where an Assistants' Union exists subordinate to the International Union no apprentice shall be accepted as a member in any Pressmen's Union unless he is in good standing in the said Assistants' or Feeders' Union. The Assistants' Union shall have the right to organise all help working in web press-rooms for whom the Pressmen's Union have not provided scale, and it is further understood that all apprentices in web press-rooms must come from the Assistants' Union.

(4) Subordinate unions have not the right to reject a candidate for membership solely on the ground that he has served his apprenticeship in an unfair office, but the said subordinate union may impose such restrictions upon apprentices entering unfair offices within its jurisdiction as in its discretion may be deemed best for the general welfare of the craft. Such apprentice shall not be received into membership unless upon the strict observance of such restriction.

(5) Any member of the assistants' branch of the International Union who shall qualify as a pressman for a period of at least 90 days, and who shall receive the scale of the Pressmen's Union in whose jurisdiction he is working, shall be eligible to membership in Pressmen's Union; pending such qualifications he shall be permitted to work.

(6) Whenever a member of a subordinate Assistants' Union receives the scale of wages adopted by the subordinate Pressmen's Union in whose jurisdiction he is working he shall make application for membership in the same without delay. Provided that he has complied with the constitution and bye-laws of the subordinate Pressmen's Union.

These laws make it perfectly clear that all apprentices to the position of pressman must come from the ranks of the Assistants' Unions. Section 2 provides that the initial qualification for membership of a Pressmen's Union is four years' membership of an Assistants' Union, and Section 3 provides the same provision for the web press-rooms.

Section 4 makes provision for the acceptance of persons who have served an apprenticeship in an "unfair" office, but care is taken to ensure that he is a competent worker. Section 5 is the most important of the sections in this article, for here is set out the one fact that ability to perform a pressman's work is a sufficient credential for admission to membership of the Pressmen's Union. This section is commonly known throughout the International Union as the "90 day law," and is looked upon by the assistants as what might be called their "charter of opportunity." It hardly needs any explanation, but to emphasise its importance repetition will not be amiss. It provides that any press feeder who may become promoted to machine minder, and who holds that position at least 90 days, and during that 90 days is paid the wage of a machine minder, then he automatically becomes a qualified pressman.

The proportion of apprentices is, of course, taken into consideration before any feeder is so promoted, but should any employer consider he has a feeder with sufficient ability to be a pressman he may promote him to that position providing he pays him the union rate for the job. If the man is proved incompetent for the post he must be removed before the 90 days have expired, thus safeguarding the interests of the Pressmen's Union. The fact that the promoted

member must receive the full pressman's wages is a safeguard against employers continually promoting men for a period and then, when they would be entitled to full wages, reducing them again to their former position.

Quite naturally, it is the aim and object of every feeder to eventually become a pressman. With that view in their mind the assistants take a keen interest in their work, and endeavour by all means in their power to make themselves fully qualified workmen. Quite the opposite method prevails in working machines in America to that in operation in England. Here in England, whilst a machine minder is making ready, it is the duty of the assistant to "fetch and carry" for the machine minder, but on no account is he permitted to give the slightest assistance to the actual work of making ready. In the American press-rooms the assistants and the pressmen share the work of making ready between them equally, and if any pressman endeavoured to prevent the assistant performing his share of that work it would be looked upon as a most serious offence and liable to punishment. This system has worked out to the entire satisfaction of the employers, the union, the pressmen, and the feeders.

It, therefore, follows that every machine minder in America trained under their system can in emergency earn his living as a feeder, but I venture to state that not one out of ten of the machine minders of England, trained under our apprenticeship system, could earn their living as layers-on if such should ever be necessary. They know only the theoretical side of feeding, but would be lost if asked to give evidence of their practical knowledge.

Chapels.

The member in the American press-room holding the office known to us as the "Father of the Chapel" is called the "Chairman of the Chapel." His duties are similar to those performed by Fathers of Chapels, and, in addition, the laws hold him responsible for seeing that the laws of the International and the bye-laws of the local union are fully observed.

Fraternal Relationship.

In every town where more than one local of the International Printing Pressmen and Assistants' Union exists, such as separate pressmen's, assistants, or web pressmen's unions, a committee of three from each local union is appointed to form a Fraternal Relations Committee. All business which one branch desires to bring before another is done through this committee, which is entitled to "take the floor" at any branch for the presentation of such business. For instance, if a feeder or pressman has a grievance concerning working conditions, it can be argued at the branch to which the member against whom the complaint is laid belongs. If this power were ours we could answer direct to the membership of certain unions re the unfair statements by biased officers and members, or defend an innocent action. On the other hand, the other union could send its Fraternal Committee to our meetings and ask, in a straightforward

and manly fashion, our intentions or the truth of any statement brought to their notice. Our Printing and Kindred Trades Federation could establish committees such as this. On our part, we would welcome the Machine Managers, Warehousemen, Stereotypers, or the delegate of any other society at our general meetings to see for themselves if we have any desire to attack their rights, and to discuss our statements and report to their unions, provided they will concede the right to send similar representatives to their meetings. It may be taken as the official desire of my own society and the Executive to join any society to form a committee with the objects stated.

Trial Committees.

The method of dealing with breaches of laws (rules) or offences against the policy of the union or actions detrimental to Trade Unions generally is worthy of notice. Complaints, giving all particulars, against a member must be put in writing and sent to the local union, who have power to dismiss, postpone, or refer to trial by a Trial Committee. The Trial Committee consists of five members in good standing elected as the local may determine, either by general meeting or by ballot, or as required from time to time. This committee must meet within a week of the charges being referred to it and notify the persons concerned to appear. A member failing to appear to answer the charge against him after a second summons has been issued is judged guilty.

Rules are drawn up as to subsequent procedure, but in effect they would work in our constitution that the Trial Committee would report the member guilty to our branch committee, who would then have power to decide the punishment in accordance with rules. To give the man summoned all possible benefit of any doubt, and to make more valuable the evidence of a union man than that of a non-union man, the rules contain the following clause :—

The evidence of unfair persons should not be received by a union in impeachment of union men, as they are under the ban of the union, and not recognised by it as honourable men. Evidence gleaned from the books of a bookkeeper of an office should be considered good evidence in the trial of a union man for violation of the scale, unless surrounding circumstances or union evidence in rebuttal weakens or destroys it.

Every opportunity is given to the member who is charged to produce witnesses and to submit evidence to satisfy the Trial Committee that his action is blameless. By the adoption of methods such as these our branch committees would be relieved of the duty of trying a member and deciding whether such member was guilty or innocent of charges preferred against him, but would still retain as the governing body of the branch the right to impose a penalty for breach of rules or other offence against the Trade Union or Trade Union movement.

A careful study of the foregoing extracts and a comparison with the existing conditions in the printing Trade Unions in this country will show many methods worthy of being copied. Branch committees, officers, and members are cordially invited to submit to me their opinions or suggestions, and their requests for further information shall receive careful attention.

THE INTERNATIONAL ALLIED PRINTING TRADES ASSOCIATION.

This association is composed of the following international unions: The International Typographical Union, the Printing Pressmen and Assistants' Union, the Brotherhood of Bookbinders, the Stereotypers and Electrotypers' Union, and the Photo-Engravers' Union. Its one object is—

To designate the products of the labour of the members thereof by adopting and registering a label or trade mark designating such products.

This is one of the most important of the many methods utilised by the American Labour movement, for by the use of the Trade Union label the recognition and purchase of union made goods is much simpler than in England. The management of the International Allied Printing Trades Association is in the hands of a Board of Governors, appointed by the various unions. The laws provide that—

The said board shall also be trustees of, and hold title to, any label adopted by the association and all other property of the association; and they shall cause to be registered such label in all States, territories, and district of Columbia, in the United States, and Dominion and Provinces of Canada, where registration is or may be hereafter authorised by law.

The Board of Governors "own and control" the union label, and, subject to the provision of the rules, shall—

Loan the same to local Allied Printing Trades Association upon receipt of a sum of money from the local Council, not exceeding 10 per cent. above the cost of production and distribution of said label.

No local Council may issue any label other than that supplied by the association, neither shall it duplicate or allow duplication of the label—

Except in the case of stereotyped or electrotyped forms, in which case the label appearing in the plate or plates shall be destroyed immediately on completion of the work on which it is used.

No other body than the local Councils or the International Association may issue the labels, and the Board of Governors has power to withdraw the same "where, in its judgment, said action is necessary."

All labels must be procured by local Councils from the Secretary-Treasurer of the International Allied Printing Trades Association. Any infraction of this rule shall be deemed sufficient cause for the dissolution of the local Council so offending.

To ensure that the recognised working conditions of each society are fully observed by the firms applying for the label the rules state:—

All labels shall be issued or withdrawn by unanimous consent of local Councils. Should any cause or grievance arise because of the

issuance or withdrawal of the label by any local Council, the matter must be presented to said Board of Governors, and it shall be the duty of said board to consider or reconsider and determine the matter, giving to the parties in interest such opportunity to be heard as the President of the said Board of Governors may deem needful.

Meetings of the Board of Governors are held three times each year, in November, March, and July, and I was fortunate enough to be present during the July meeting. Any member of the board unable to attend a meeting may appoint a proxy, provided such proxy is a member of the same union. Between the regular meetings matters of importance are submitted to the board, and their decisions obtained by post. All matters submitted to the board can only be decided by unanimous vote, and, failing such unanimity, the question at issue is decided by some disinterested person named by the board or by the American Federation of Labour. Local associations, consisting of three members of each of the International unions having jurisdiction in that locality, may be chartered by the International. The necessary funds for carrying on the work of the association are raised by proportionate payments of the component unions, all such funds being under the control of the Board of Governors. No fees are allowed to the members of the board, whose expenses are paid by their unions.

The chief work of the Board of Governors is in hearing appeals from the decisions of local Councils. For example, we will presume that a firm in Manchester have been granted use of the label, but at a later date fail to observe the agreements and working conditions of the Printers' Assistants' local branch. The union affected would call upon the Council to withdraw the label, and upon their neglect to do so would have the right to appeal to the Board of Governors, who have power to withdraw the label. Similarly, a firm may apply for use of the label, and for some reason be refused. Here, again, an appeal may be laid before the Board of Governors, who may, after following a very lengthy procedure, issue the label themselves, or order the local Council to do so.

These labels are fully protected by the laws of most of the American States. On evidence being produced as to the violation of the basis of agreement upon which the label is issued, the State prosecutes the offender, instead of the association being compelled to take action for breach of contract, as would be necessary in England. The violation of the contract, therefore, is a breach of the law, punishable by the State. It is not generally known that the London Printing Trades Federation endeavoured to adopt a similar label a year or two back, but their efforts were defeated because the design adopted could not be registered, patented, or copyrighted. The attitude of the English Government on this point is that we have no power of inspection to ensure that the goods bearing the label are made under the conditions implied thereby, therefore we cannot be given the exclusive use of any such design. There the matter is left, but when our American comrades found themselves in a similar position they at once entered on a campaign that only ended when the State not

only allowed the protected use of a label, but also made the unauthorised use of the same an offence against the State, and not against the unions only.

The International Allied Printing Trades Association are doing a splendid and useful work, but I think they should use their constitution for another purpose. The various unions forming the association have under consideration the creation of a closer fraternal friendship than has hitherto existed. I would, with all respect, suggest to them that in the Allied Trades Association they have the proper medium for obtaining that closer fraternal relationship by adopting some of the objects in use in our National Printing and Kindred Trades Federation. Even if they were not to adopt the mutual strike benefit rules, a federation would permit of an exchange of opinions, of arranging for mutual action, and co-ordinate the individual efforts of the different societies.

They could do much worse than copy the constitution of the National Printing and Kindred Trades Federation, and no doubt would soon improve upon it. After all is said and done concerning the limitations of that Federation, the fact still remains that it is more effective than any English federation of unions covering different trades in one industry. I am aware that the Miners' Federation and the Postmen's Federation have been most influential and powerful, but they are in reality societies, not federations, inasmuch as they cater only for one special trade, whereas the National Printing and Kindred Trades Federation consists of no less than ten distinct trades. Its influence with employers is very great, it has been able to perform a great amount of useful work, and its financial help in disputes has been invaluable. It could, and should, be of greater value, but its limitations are not of its own creation, being caused by the restricted latitude allowed it by the various unions. Given more scope by the affiliated societies, and greater faith and support by the membership, the National Printing and Kindred Trades Federation would stand out as the most effective federation of its character in this country.

I am hopeful that this report will be read by the Board of Governors of the International Allied Printing Trades Association, and I trust they will give my suggestion some consideration.

AGREEMENTS WITH OTHER TRADE UNIONS.

Bookbinders.

In addition to agreements with employers as set out in the previous article, several very important agreements with other Trade Unions have been entered into, the most important being those with the Bookbinders, Stereotypers, Paper Makers, and Machinists, which are briefly referred to hereunder.

The agreement with the International Brotherhood of Bookbinders provides that—

When work is done on a printing press, be it on cloth, leather, silk, cotton, wood, or any other material, such work shall be deemed as press work, and shall be done by a pressman working under the jurisdiction of the I.P.P. & A.U., except in the case of made up cases, which we agree shall be completed in the bindery department.

To prevent unfair employers avoiding these arrangements, the agreement stipulates that—

Local or subordinate bodies desiring to take action shall place the matter before the representative heads of each International union before finally moving in the matter.

When the agreement was first entered into in 1903, the question of the handling of folding machines was discussed, and the following resolution adopted:—

Owing to the conditions throughout the country being so varied, and such a lack of uniformity being found in existence, it is agreed that, while we recognise the book machine is an instrument of the bindery, evolved to simplify and increase the product of the bindery, and should, therefore, be under the control of the I.B. of B., it is recognised that a year or two of harmonious work is necessary before a definite arrangement as regards the jurisdiction can be made practical, and recommendations are made to that end.

In 1908 the matter again came before a conference of both societies. The Brotherhood of Bookbinders contended that “folding machines, being an instrument of the bookbinding craft, should be under their control,” stating that, as a matter of fact, they did control to the extent of 75 per cent. machines folding bookwork. The representatives of the I.P.P. & A.U. contended that the feeding of a folding machine, being analagous to the feeding of a press, should be controlled by the Assistants’ Union, in defence of which they pointed out that the wages received for this work by bindery girls were much lower than those received by the members of the Assistants’ Union, which thus tended to reduce the wage standard. The agreement between the two societies arrived at the conclusion set out as follows:—

The conclusions of the committee were that these matters could be best arranged by allied Trades Councils to meet the exigencies of their respective localities, and which would tend best to meet the interests of all concerned. The representatives of the I.B. of B.,

while stoutly maintaining the position that the folding machine was an instrument of bookbinding, agreed as to the necessity of conservative action in the matter, and to disturb as little as possible the present harmonious relations existing between the two bodies, depending upon time and circumstances to balance up the present contention. The Committee also agreed that the locals should be advised to make every effort to adjust wage scales that would not prejudice the interest of either craft. The joint folder was jointly agreed to be the work of the bindery women, but the feeding of other folding machines should call for the scale now received by members of the Press Assistants' Union, and it is recommended that locals of the I.B. of B. be requested to make effort to so adjust the wage scale of their female members working on folding machines so as to be equal to the press assistants' scale in the different localities.

Stereotypers.

The agreement between the I.P.P. & A.U. and the International Stereotypers' and Electrotypers' Union is—

For the purpose of providing a more equitable method of adjusting disputes which have arisen relative to jurisdiction, and in order to permanently provide for the affiliation of the members who rightfully belong to each union, and also to encourage and develop the true brotherhood which should exist between the members of Trade Unions so closely allied.

The first clause of this agreement stipulated that no member of their organisation should hold a combination situation, namely, partly working as a pressman and partly as a stereotyper, in any town, except by the sanction of the International presidents of both unions.

To ensure the recognition of the rights of each union, the third clause stated—

It is conceded by both parties hereto that in establishments where press work and stereotyping are done at least one journeyman member of each union should be employed.

In parts of the United States where neither union at that time had jurisdiction it was decided that—

The two Internationals shall by executive action as speedily as conditions will permit close up all such jurisdictions or localities, and after the date jointly agreed upon when such jurisdictions or localities shall be officially closed no member of either union shall be permitted to hold such combination situation.

In other words, this clause stipulates that non-union areas shall be organised by both unions as rapidly as possible with the view of breaking down the system of one man working two jobs. The fifth clause of the agreement gave complete power to the presidents of both unions to close up such jurisdictions or localities at their own convenience. The sixth clause provides that the expenses of all such undertakings shall be borne equally by the two unions, whilst the eighth clause sets up an ideal which has been earnestly followed, that of both unions working together—

To abate the abuses which this agreement is intended to correct, and will sincerely co-operate to obtain the ideal conditions which should exist.

Paper Makers.

The agreement with the International Brotherhood of Paper Makers is—

For the purpose of providing practical co-operation, and to encourage and develop the true brotherhood that should exist between members of Trade Unions so closely allied.

To achieve these objects, the two International unions agreed to exercise through their subordinate unions—

Such moral effort that may be possible to bring into use and general effect the union labels of the respective organisations.

The second clause creates an alliance between the two unions for mutual action in resisting the attacks of employers, stating—

In case of difficulties arising between antagonistic employers with either of the unions, assistance may be demanded, and upon consultation and agreement as to the most practical procedure between the official representatives, joint action shall be made effective.

An evidence of the working of this arrangement between the two unions can be traced in the bye-laws of the International, referred to previously, which impose upon all unions of that organisation the necessity of using only the union watermarked paper. This is but a small instance of the effect of the agreement, which has proved of great assistance to both parties thereto.

Machinists.

The remaining agreement to be referred to is that with the International Association of Machinists, an organisation precisely similar to the Amalgamated Society of Engineers in England. This is a very short agreement, in which each union agrees to recognise the right of the other to certain work. The first clause states that the making, erecting, dismantling, and repairing on printing presses shall be performed by members of the Machinists' Union. And further provides that members of the Pressmen's Union will use their best efforts to see that all such repairing, building, etc., shall be done only by members of the other organisation.

In return, machinists recognise—

That the operating of all presses, whether they be web, cylinder, or platen presses, shall be done by members of the Pressmen's Union.

And the Machinists' Union pledges itself—

To use its best efforts to see that all such press work shall be done only by members of the Pressmen's Union.

This agreement also arranges that machinists may co-operate with the pressmen and assistants engaged upon new presses until those presses are accepted by the employers from the machine builders. The last paragraph in this agreement provides that members who perform the work of the other union are liable to discipline (in other words, subject to punishment) by either union. I had many interesting conversations with the representative of the machinists' organisation (Bro. C. E. Davidson), and with many

members of the Pressmen's Union, respecting this agreement, and numerous instances were quoted where members of the Machinists' Union had flatly refused to repair presses which were damaged by blacklegs who had gone into a printing office during a strike. On the other hand, many pressmen and feeders had refused to operate presses built or repaired by non-union labour. This is a concrete example of true Trade Unionism: each union alive to its own interests, but at the same time endeavouring to secure that justice and fair treatment shall be meted out to the brothers in other organisations. Unfortunately, in England we very often have members of the Engineers' Society who build new presses in printing offices remaining behind as machine minders in charge of the press to the detriment of a bonâ-fide printer. Instances could be given, particularly in London, where men who have not had the slightest training are in charge of presses, a drawback not only to members of the Machine Managers' Society, but a hindrance to the promotion of members of the Printers' Assistants' Society. On the other hand, we find many pressmen who presume upon their knowledge of engineering to do many little jobs about a printing press that should be handed over to the engineers. Under an arrangement such as that between the Machinists' and the Pressmen's Unions of America this would be impossible, as the pressmen and machinists would decline to work except in their own recognised trades.

AGREEMENTS WITH EMPLOYERS.

An agreement (in America called a contract) exists between the I.P.P. & A.U. and the Printers' League of America (an employers' association) governing the working conditions and procedure in disputes, and also prescribing the form of all local agreements concerning wages and hours. This contract is, in fact, an agreement by both sides to work together for their mutual interests, and is of sufficient importance and interest to warrant my reproducing it almost in its entirety:—

Sec. 1. In consideration of the Printers' League of America agreeing to employ none but members of the I.P.P. & A.U. to do work that comes under the jurisdiction of the said I.P.P. & A.U., the Printers' League of America (and its branches) shall have the following guarantees:—

(a) All members of the Printers' League shall be protected under this contract by the I.P.P. & A.U. against walk-outs, strikes, boycotts, or any other form of concerted interference with the peaceful operation of the departments over which the I.P.P. & A.U. exercises jurisdiction.

(b) All disputes arising over scale provision, wages, hours, and working conditions, or renewing or extending contracts shall be subject to local arbitration under the provisions of this agreement, if such disputes cannot be adjusted through conciliation.

(c) The I.P.P. & A.U. shall at all times furnish sufficient competent help for the needs of the members of the Printers' League of America, but should it fail to do so, then, and then only until such time as the help required by the member or members of the Printers' League of America shall be furnished by the I.P.P. & A.U., said member or members of the Printers' League of America shall be privileged to seek the necessary help elsewhere, provided that the prevailing scale of wages is paid.

(d) The I.P.P. & A.U. further agrees that in cities where branches of the League are formed it will not permit its members to do the same class of work in non-union shops except by mutual consent, nor will it allow its members to work for a less wage scale or for longer hours than the scale and hours accepted by the branch League.

Sec. 2. If conciliation between a local branch of the Printers' League and a local union fails, then an appeal to a local Board of Arbitration may be had as provided in the form of local contract recommended and attached hereto, and its decision shall be final, unless appealed to the National Board of Arbitration, as also provided in said local form of contract.

Sec. 3. The National Board of Arbitration shall consist of the president of the Printers' League of America, or his proxy, and the president of the I.P.P. & A.U., or his proxy. In the event of failure of the above Board as constituted to agree upon an adjustment, they are then empowered to select a disinterested person, who shall act as a member of the Board. This Board shall then proceed to render a decision as quickly as circumstances will permit, and the decision so rendered shall in all cases be final and binding upon both parties to the controversy.

Sec. 4. The National Board of Arbitration shall be under no obligation to take evidence, but do so at its option, but both parties

to controversy may appear personally, or may submit records and briefs, and may make oral or written arguments in support of their several contentions. They may submit an agreed statement of facts, or a transcript of testimony, properly certified to before a public notary by the stenographer taking the original evidence or depositions.

Sec. 5. Pending official decision, work shall be continued in the office of the member of the Printers' League party to the case, and all conditions obtaining before the initiation of the dispute shall remain in effect, and the award of the National Board of Arbitration shall in all cases include a determination of the issues involved, covering the period between the raising of the issues and their final settlement; and any change or changes in the wages scale of employ  s may, at the discretion of the Board, be made effective from the date the issues were first made.

Sec. 6. The National Board of Arbitration must act, when its services are desired, by either party to an appeal as above, and shall proceed with all possible dispatch in rendering such services.

Sec. 7. All expenses attendant upon the settlement of any appeal or hearing before the Board shall be adjusted in each case in accordance with the directions of the National Board of Arbitration.

Sec. 8. The rules and regulations, in addition to the provisions above quoted, shall be identical with those found in the recommendation for the form of local contract for the proper method of procedure, and number therein under section 2, as 1, 2, 3, 4, 5, 6, 7, and 8.

Sec. 9. In the event of either party to the dispute refusing to accept and comply with the decision of the National Board of Arbitration, all aid or support to the firm or employer, or member or members of the union, refusing acceptance and compliance, shall be withdrawn by both parties to this agreement. The acts of such employer or member of the union shall be publicly disavowed, and the aggrieved party to this agreement shall be furnished by the other party thereto with an official document to such fact.

It can easily be seen that this agreement provides that the Printers' League will employ union labour only, and the union agree to protect the employer against strikes, boycotts, and walk-outs (in England called a "stand-by"), and, further, undertakes that all differences of opinion shall be settled by conciliation or referred to arbitration. When the union is unable to supply labour, the employers are entitled to seek elsewhere for workers, provided they pay whoever they employ the regulation scale of wages. The union further undertakes that its members shall not perform the same class of work in firms not connected with the Printers' League as is performed by those firms who are inside that organisation. Neither may the union allow its members to work for less wages or longer hours than those agreed upon. This last provision seems a rather novel one, as we very often find in London that employers who have actually signed agreements stating the number of hours and the minimum wages to be paid, supposed to be binding upon the members of the Master Printers' Association, themselves working their employ  s longer hours and paying less wages. Under the clause quoted in the agreement with the Printers' League of America such unworthy actions are unknown. Sections 2, 3, 4, 5, and 6 provide the machinery for arbitration when conciliation has failed, section 7 deals with the cost of arbitration, section 8 with

local contracts, and section 9 sets out the action to be taken should either party to a dispute refuse or fail to comply with the arbitrator's decision.

Local Contracts.

The whole of the foregoing has reference to the agreement between the Printers' League and the International Printing Pressmen and Assistants' Union as International organisations, whilst the following is an example of a contract stipulated to be entered into between local branches of the Printers' League and the Pressmen's Union:—

Sec. 1. The Printers' League of America, Branch No., agrees to employ none but members of Union No., to do any work that comes under the jurisdiction of said union, provided that Union No. can and will at all times furnish upon requirement by a member or members of the Branch No. sufficient competent men for the needs of such member or members of the Branch No., it also being understood and agreed that in case of the failure of Union No. to furnish such number of competent workmen as may be required, then, and then only until such time as the Union No. can furnish competent help, and provided the prevailing scale of wages is paid, members of the Branch No. shall be privileged to secure the necessary help for the press-room elsewhere. And it is further agreed by the Branch No. that it will do no work that comes under the jurisdiction of Union No. for any firm that does not employ members of the said union, provided Union No. does not allow its members to do the same class of work in non-union shops, unless by mutual consent.

Sec. 2. All members of the Branch No. shall be protected under this contract by Union No. against walk-outs, strikes, boycotts, or any other form of concerted interference with the peaceful operation of all departments coming under the jurisdiction of said union; and it is further provided that said League agrees with said union to arbitrate any and all differences affecting wages, hours, working conditions, and shop practices that may arise under this contract between said League and said union, if those differences cannot be first settled by conciliation.

Sec. 3 (a) It is hereby agreed that the present scale of wages now in force, and as shown by the printed scale herewith (which is to be considered a part of this agreement), shall be paid to members of Union No. working in Branch No. offices, and the said union further agrees that it will not allow any of its members to work for less wages or more hours than the scale of wages and hours accepted by the Branch No.

(b) Any changes in the scale of wages or schedule of working hours shall be settled by conference or arbitration in accordance with the provision of this agreement, except that no new scale or readjustment of hours shall become effective until six months after notice of desired change was first given.

Sec. 4. All disputes arising over provisions relating to wages, hours, or working conditions in contracts now existing, or in renewing or extending contracts, shall likewise be subject to arbitration under the provisions of this agreement, if such disputes cannot be adjusted through conciliation.

Sec. 5. (a) The Branch No. further agrees that the existing laws and regulations of the International Printing Pressmen and Assistants' Union and the Union No. governing the employment of its members and their working conditions shall be part of this agreement.

(b) And the Union No. agrees with the Branch No. to favour League members in interpreting the application of said regulations to conditions as aforesaid.

(c) It is further agreed that the rules and shop practices as shown by the attached schedule marked 'B,' and which is to be considered a part of this agreement, shall be those governing such practices in League shops, and shall be inaugurated and maintained by both parties to this agreement.

Sec. 6. (a) All differences of opinion on any question arising under this agreement shall be submitted to the Executive Committee of the Union No., and of the Branch No. for conciliation, and if conciliation fails, then, and at all times, said differences shall be submitted to the Joint Conference Committee.

(b) When the Joint Conference Committee renders a decision which is unsatisfactory to either side, or when it is unable to reach a decision within ten (10) full business days after the final submission of the case to said committee, then review by an arbitrator, to be appointed by mutual agreement, may be asked for by the dissatisfied party through appeal, provided written notice of appeal to the other party be given within five (5) full business days after decision has been rendered, and a written statement setting forth the grounds of the appeal is filed with the Joint Conference Committee within ten (10) full business days after the decision has been rendered.

(c) An appeal from the decision of the Local Board of Arbitration may be had to the National Arbitration Board under section 9 (b). The National Board of Arbitration shall consist of the president of the Printers' League of America, or his proxy, and the president of the International Printing Pressmen and Assistants' Union, or his proxy. In the event of a failure of the Board thus constituted to agree, they shall proceed under the rules as shown in section 3 to and including 9 of the International arbitration agreement between the International Printing Pressmen and Assistants' Union and the Printers' League of America.

Sec. 7. The Joint Conference Committee shall be a standing committee, and shall consist of three members and three alternates appointed by the Branch No. and a like number of members and alternates appointed by the Union No. This committee shall meet separately on the call of the jointly elected chairmen at such time and place as may be determined by him; due notice in writing of such meeting shall be given all interested parties. A majority vote of the committee shall be necessary to a decision.

Sec. 8. (a) The Joint Conference Committee must act when its services are desired by either party to an appeal as above, and shall proceed with all possible dispatch in rendering such services.

(b) The alternates may meet in consultation with the committee of the organisation to which they belong, but shall not serve on the Joint Conference Committee except as substitutes.

Sec. 9 (a) All expenses attendant upon the settlement of any appeal or hearing before the committee or arbitrator shall be borne by the party losing the appeal, or in case of a compromise being reached, each party to the controversy shall bear half of the cost.

(b) When the local arbitrator renders a decision, unless notice of appeal is given within five (5) full business days thereafter, the decision shall then become operative; the appeal is required to be in the possession of the National Board of Arbitration within 30 days after such local decision has been rendered.

Sec. 10. The conditions obtaining before the initiation of the dispute shall remain in effect pending the finding of the Joint Conference Committee or arbitrator.

Sec. 11. The following rules shall govern the Joint Conference Committee in adjusting differences between parties to this agreement:—

1. It may demand duplicate typewritten statements of grievances.
2. It may examine all parties involved in any differences referred to it for adjudication.
3. It may employ such stenographers or clerks as may prove necessary to facilitate its business.
4. It may require affidavit on any or all disputed points.
5. It shall allow equal opportunity for presentation of evidence or argument.
6. Its deliberations shall be conducted in executive sessions, and the findings, whether unanimous or not, shall be signed by all members of the Board in each instance, or shall be certified to by the chairman and secretary of the joint committee to the two parties to this agreement. A member of the Joint Conference Committee may hand in a dissenting opinion to become a part of the records of the proceedings.
7. In the event that either party to the dispute refuses to appear or present his case after due notice, it may be adjudicated and findings rendered in accordance with such evidence as may be in the possession of the committee.
8. All evidence communicated to the committee in confidence shall be preserved inviolate, and no record of such evidence shall be kept, except for use on appeal, in which case such inviolability shall still be preserved.

Sec. 12. In case the matter in dispute is finally referred to an arbitrator, said arbitrator shall not take evidence, but both parties to the controversy shall appear, personally or by proxy, the proxy to be a duly recognised member of either body in good standing, and not of the legal profession; or may submit records and briefs, and may make oral or written arguments in support of their several contentions. They may submit an agreed statement of facts, or a transcript of testimony properly certified to before a notary public by the stenographer taking the original evidence or depositions.

Sec. 13. Pending final decision by arbitrator, work, without interference and under existing conditions, shall continue in the office of the employing printer, party to the case, and the award by said arbitrator shall in all cases include a determination of the issues and their final settlement.

Sec. 14. In the event that either party to the dispute refuses to accept and comply with the decision of the arbitrator, all aid and support to the firm or employer, or member or members of the union, refusing such acceptance and compliance shall be withdrawn by both parties to this agreement. The act or acts of such employer or member of the union shall be publicly disavowed, and the aggrieved party to this agreement shall be furnished by the other party thereto with an official document to such fact.

Sec. 15 (a) The Union No. and the Branch No., both parties to the foregoing agreement, do agree that all clauses in this contract are to be construed

as applying only to members of the Branch No.
 and to members of the union employed in Branch No.....
 shops.

(b) The provisions and terms of wages and rules are not to be accepted as the standard for other employers not members of the League; and it is further agreed that all shops of employers holding membership in the Printers' League of America
 Branch No. shall be accorded wherever possible better terms and conditions than those accorded employers who are not members of the League.

(c) It is expressly understood and agreed that this contract shall in no way nullify any contracts now in force except in case of the formation of a branch League with which local unions wish to affiliate, when nothing herein contained shall be construed as nullifying existing contracts or preventing the making of local agreements not in conflict with the policy of the International Printing Pressmen and Assistants' Union where such contracts do not affect the relations between local subordinate unions and local branch Leagues.

(d) This agreement shall expire with the expiration of the national agreement, and any extension of said national agreement or renewal thereof shall act as a like extension or renewal of this agreement.

This form leaves practically nothing to be decided beyond fixing the maximum number of hours and the minimum rates of wages, but all local agreements before becoming operative must receive the endorsement of the board of directors of the Pressmen's Union and of the Printers' League. The contract as printed is sufficiently clear to make explanation almost superfluous, but I would desire to draw attention to several prominent points.

Sections 1 and 2, as in the International agreement, provide for the employment only of union labour, and also protect the employers against unauthorised actions by the men or any other action by the union until after conciliation and arbitration has been resorted to. Section 3 (a) deals with wages and hours, and (b) with procedure for altering the scales of wages. Section 4 stipulates that questions of hours and wages should be submitted to arbitration. Section 5 (a) brings within the scope of the contract all the existing laws and regulations of the International P.P. Union and the local union concerned; (b) gives a direct preference to employers of the League over other employers; and (c) undertakes to uphold the existing shop rules and practices. Sections 6 to 14 provide the procedure to be followed in conciliation and arbitration proceedings. Section 15 (a) limits the operation of the agreement to union men and employers of the Printers' League only; (b) provides that preferential treatment be given by the union who are employes of members of the League; and (c) respects those contracts in force before a branch of the League is formed in any town.

It will be noticed, first, that by this method there is nothing left to the parties negotiating a local agreement to do but to insert names, dates, and wages to make it complete. Secondly, that these agreements really provide that the union and printers employing union members work together in their common interests, and not indulge in a continual state of guerilla warfare one against the other.

This is a matter that should be considered by the various British employing printers' associations, and would be productive of greater benefit than the present combination of union and non-union employers acting in unison as if it were to their joint advantage to oppose all union proposals. If this report should be read by any employer, or any officer of an employers' association, I trust they will believe me when I say that there are many things in America worth copying, quite apart from time-checking devices, improved machinery and methods, and the much-vaunted hustle.

COMPARISONS OF WAGES, STANDARD OF LIVING, COST OF FOOD, ETC.

It is impossible in a report such as this to give an exhaustive comparison between wages and cost of living in England and America generally, so I have confined my remarks to a comparison of conditions in New York and London. In every instance I have given the prices in American and English money to enable those of my American friends who are to receive a copy of this report to more easily understand the figures.

The wages paid to a Miehle feeder in London for a week of 50 hours is £1 7s. (\$6.48), and in New York for a week of 48 hours (day work) £3 6s. 8d. (\$16). Assistants on rotary (web) presses in New York are paid at an equal wage of £5 (\$24) on day work. This wage is paid to brakesmen, tension hands, oilers, and general hands (known as utility men). In London wages for various grades vary considerably, and the rate for a brake hand depends upon the size of the machine. The average, however, paid on day work for a 50-hour week is 33s. 6d. (\$8.4). Generally speaking, a rotary assistant in London is paid about one-third, and a Miehle feeder about two-fifths of the wages paid to men doing similar work in New York. In other words, a Miehle hand in New York receives 2s. 6d. and a rotary hand 3s., where a Londoner receives 1s. It is necessary to bear these figures in mind when considering the cost of living, as it will be seen later that the increased wages are more than commensurate to the increased prices for various commodities.

Rent in America is paid monthly, whereas in London it is usually paid weekly, and the price of accommodation in New York varies according to locality in the same fashion as in London. For rooms costing 8s. 6d. per week (\$2.4) in the London County Council area of London, £1 2s. 11d. (\$5.50) would be charged in New York. It will, therefore, be noticed that rent bears, roughly, the same proportionate difference as wages. A very important item must be taken into consideration in dealing with rent, namely, car fares. For a man living a few miles from his business the necessary car fares are properly considered an addition to his rent. Car fares in New York are cheap if you live four or more miles away from business, and dear if you live within easy distance, because a flat rate is charged on the elevated railways, street cars, or the underground railways. The charge is 2½d. (5 cents) for any distance, even up to ten miles, this fare allowing you to change cars several times if necessary. In London fares by tram (street cars), omnibus, or tube range from ½d. (1 cent) upwards by ½d. stages, but there is no ride on any of the conveyances about London giving ten miles for 2½d. (5 cents). A good comparison is the cost of a journey covered every day by many thousands of workpeople who live in

Walthamstow and travel by train to Liverpool Street, a journey of, roughly, six miles. The ordinary fare is 4d. (8 cents) the single journey, and 6d. (12 cents) return fare. By tram the fare is 2½d. (5 cents) single, and 4d. (8 cents) return; by omnibus 2½d. (5 cents) for the single journey, but no reduction for the return fare. There are, of course, special workmen's trains arriving at Liverpool Street between 7 and 8 o'clock in the morning at 4d. (8 cents) return, with still cheaper fares for trains arriving at earlier hours, but the fares quoted as being charged upon the American street cars are the fares charged throughout the day. A good proportion of the people travelling from Walthamstow to Liverpool Street have some distance to travel at the ends of the journey, and it is often necessary to expend at least ½d. on car rides at each end. This brings the ordinary fare for those covering the whole journey by tram from home to business to 6d. (12 cents); the return journey, as against 5d. (10 cents) in New York. It will thus be seen that a New Yorker has an advantage over us in car fares, as the transfer ticket issued at 2½d. (5 cents) covers any additional journey that has to be made across the city in any direction.

The cost of clothing I found from personal experience much higher than in England. In Philadelphia it was necessary for me to purchase a suit of clothing and a straw hat. The hat, which could be bought in England for 3s. 6d. (84 cents), cost 8s. 4d. (\$2), whilst the suit of clothes, which could be bought made to measure in London for £2 5s. (\$10.80), cost £4 3s. 4d. (\$20).

To show as clearly as possible the difference in the cost of various articles and their money equivalent in London and New York, I have prepared the following table:—

ARTICLE.	LONDON PRICE.					NEW YORK PRICE.					
	£	s.	d.		\$ c.	£	s.	d.	\$ c.		
Boots, per pair.....	0	12	6	...	3 00	.....	0	12	6	...	3 00
Clothing, per suit.....	2	5	0	...	10 80	.....	4	3	4	...	20 00
Shirts	0	3	6	...	0 84	.....	0	6	3	...	1 50
Stiff Collars	0	0	6½	...	0 13	.....	0	0	6½	...	0 13
Hats, Felt and Straw	0	3	6	...	0 84	.....	0	8	4	...	2 00
Laundry Charges:—											
Collars, half doz.	0	0	6	...	0 12	.....	0	0	9	...	0 18
Handkerchiefs, half doz. ...	0	0	6	...	0 12	.....	0	0	9	...	0 18
Shirts, plain	0	0	3½	...	0 7	.....	0	0	6	...	0 12
Foodstuffs:—											
Eggs, per doz., in July	0	1	0	...	0 24	.....	0	0	10	...	0 20
Bacon, per lb.	0	1	0	...	0 24	.....	0	0	10	...	0 20
Beef, per lb. (sirloin)	0	0	9	...	0 18	.....	0	1	3	...	0 30
Mutton Chops	0	0	10	...	0 20	.....	0	0	10	...	0 20
Sugar, per lb.	0	0	2	...	0 4	.....	0	0	3¼	...	0 7½
Tea, per lb.	0	1	4	...	0 32	.....	0	2	1	...	0 50
Coffee, per lb.	0	1	0	...	0 24	.....	0	1	5½	...	0 35
Cocoa, per lb.	0	1	9	...	0 42	.....	0	2	6	...	0 60
Margarine, per lb., from ...	0	0	6	...	0 12	.....	0	0	7	...	0 14
Lard, per lb.	0	0	6	...	0 12	.....	0	0	5	...	0 10
Butter, per lb.	0	1	2	...	0 28	.....	0	1	3	...	0 30
Milk, per quart	0	0	4	...	0 8	.....	0	0	5	...	0 10

ARTICLE.	LONDON PRICE.				NEW YORK PRICE.				
	£	s.	d.	\$ c.	£	s.	d.	\$ c.	
Potatoes, per 6lb.	0	0	3	...	0	0	5	...	0 10
Bread, per 12oz. loaf	0	0	1½	...	0	0	2½	...	0 5
Tinned Tomatoes.....	0	0	6½	...	0	0	4½	...	0 9
Navel Oranges	0	2	0	...	0	0	7½	...	0 15
Cantaloupe (each)	0	1	0	...	0	0	2	...	0 4
Sundries :—									
Tobacco, per oz.	0	0	4	...	0	0	1½	...	0 3
Cigarettes, per 10.....	0	0	2½	...	0	0	2½	...	0 5
Cigars.....	0	0	4	...	0	0	2½	...	0 5
Bottled beer (as Bass).....	0	0	3	...	0	0	10	...	0 20
Shaving.....	0	0	1½	...	0	0	5	...	0 10

There are many articles, such as boots, cameras and accessories, and patent medicines, for which approximately the same amount is charged in both countries. For example, a camera film cost me 2s. 2d. (52 cents) in London and 2s. 1d. (50 cents) in America.

A study of the foregoing will show that, while many necessary articles cost considerably more in New York than in London, the American workman has a great advantage over the London workman when considering the purchasing power of his wages. It is also beyond question that the standard of living for an American workman is much higher than that of the English worker. For example, good fruit, and plenty of it, is a common article of diet upon an American workman's breakfast table, and at all times. To the average English workman fruit is in the nature of a luxury reserved for his midday meal, or taken home on a Saturday afternoon for the enjoyment of the wife and kiddies. Meat is eaten at practically every meal; and I am satisfied after inquiry that the food generally is as good as English food. Three meals a day is the rule in America—breakfast, dinner, and supper (afternoon tea being quite unknown). There is a greater range of commodities to choose from, and a far greater quantity is usually consumed by the American than by the Englishman. Taking all these things into consideration, it can easily be understood that, after meeting the necessary expenses for rent, clothing, and food, there is a far greater surplus in the hands of an American workman than there is at the disposal of his English confrere of the same grade. It will be noticed that luxuries on "the other side" are often cheaper, as will be seen by reckoning the price of tobacco, whilst my reference elsewhere in this report to the cost of amusements at Coney Island shows that amusements and pastimes are also cheaper. The price of a seat at a vaudeville house (music hall) or theatre in New York is 1s. 0½d. (25 cents), but when it is considered that an ordinary assistant earns 3s. (72 cents) where an English assistant earns 1s. (24 cents) it will easily be perceived that 25 cents is not an excessive charge for a seat at any entertainment.

An economist defined "real" wages as "the remuneration of the labourer reckoned in the necessities, comforts, and luxuries of life." In other words, the "real" wages of a workman is not the actual number of pieces of money earned, but the amount of goods

to be obtained in exchange for it. For example, a workman in London and another in a country town may each be earning an equal money wage of £1 per week, but the value of that £1 expressed in rent and food would be 25 per cent more in the country town than in London, owing to the higher cost of living in large towns. Therefore, the real wages of the country workman would be 25 per cent. higher than that of the Londoner. Apply this definition to the remuneration of printers' assistants in New York and London, and it will at once be apparent that the "real" wage of the American is far in advance of that of the Englishman. In addition to this, the American has a higher standard of life, additional comforts, and more amusements than we have, thus, in my opinion, making life in America far more enjoyable in all respects than it is in London.

This advantage does not hold good in all industries, as I know of several where conditions are very bad, but in this report I am dealing only with the printing trade. All things considered, the advantages possessed by our comrades of the I.P.P & A.U. are without doubt due entirely to the power of their organisation and to the splendid loyalty of the members.

INTER ALIA.

The majority of the delegates commenced their departure from Hale Springs on Saturday, June 20th. Hardly one of them left without wishing me good-bye and extending a cordial invitation to visit their "home town." As the majority had to catch a train at 6 a.m. and the railway station was twelve miles distant, it meant a visit to my bedroom about 4-30 each morning to say farewell. For three or four mornings I held a reception, sitting on the bed, clothed in pyjamas, shaking hands with one friend, but with my eyes well "skinned" watching what the others were up to, for they never missed an opportunity for a joke. I recall one of their last jokes. Frank Dermody, known as one of the "Chicago Twins," wondered



LEAVING ROGERSVILLE AFTER THE
CONVENTION.

why so many delegates ranged themselves along the path to see him leave the Home. The fact was they wanted to see him carrying his grip (as they termed the handbag). He made a comment as to the weight, and had not gone 30 yards before he changed it from one hand to the other quite a dozen times. It was not until his wife commenced to unpack when he got home that he found a log chain safely stowed away, weighing about 28lb. Mrs. Dermody afterwards told me that it was such an awkward ornament that they had to give

the caretaker of their building half-a-dollar to take it away.

Confined to Barracks.

Since returning home I have received a letter from some of the delegates stating that two of our colleagues have practically been confined to barracks since arriving at their home towns. It would not be fair to mention their names, but if this catches their eye I should like them to remember I could give their names if I desired. The statement is that neither is able to go abroad without his wife owing to some (I quote the letter) "vile wretch placing ladies' stockings and hair pins in their grips," and it is a case of "God help the guilty persons when we find them," which has been the prayer of the persons mentioned ever since the Convention.

Another delegate, who was not remarkable for his giant-like proportions, used to put himself to bed very carefully every night wrapped up in a dainty pair of pink pyjamas. Some of the boys saying good-bye thought they could impress the visit upon the

delegate's memory by soaking his pyjamas in water and tying each of the legs and arms into as many knots as they could, and as tight as three or four pairs of arms could pull them. They missed the best part of the joke in not seeing the owner's face when he found his pyjamas; but I did. The following is an apt description of this particular delegate's size, as given by Organiser Kenney, who said: "If Delegate So-and-So speaks up according to his size he will be absolutely dumb!"

More Practical Joking.

Sunday, June 21st, was a day of rest at the Home. What a haven of peace the grounds were now that nearly all the "Yellow Dogs" had left for their kennels! The few that remained were taken for a ride during the afternoon through the glorious mountain scenery surrounding the Home. This afforded several opportunities for American jokes, the first being rather a damp one. Four miles out

from the Home a creek, about 18in. deep in the centre, flowed across the road. Joe Orr was driving the car in which I was seated, and I noticed as we approached the stream he went for it full tilt. The result was a perfect Niagara. Each one of us was soaked to the skin with the cascade that came dashing from the



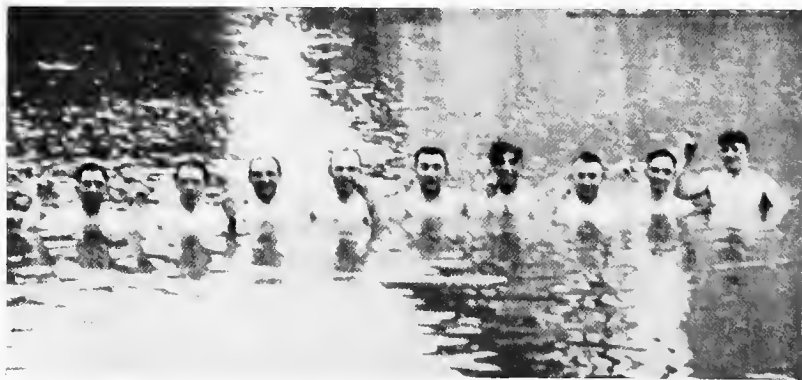
A PLEASANT SUNDAY AFTERNOON.

front of the car. Of course, it meant that the perpetrator of the joke was just as wet as anybody else, but neither he nor his victims seemed to mind. When the next creek came in sight there was quite a scramble to the back of the car to get under a seat for shelter. Each man snuggled down on the floor, and for once in a while there was competition to be the bottom dog. But it was no good; before they could make themselves invisible we were in the middle of Niagara again, and another soaking followed.

By the way, it was singular that those on the back seat only received the full benefit of the cascade when the wind-screen was lifted to its highest point. On the return journey we naturally wanted somebody else to share in the sport, and with a little persuasion one of the party on another car joined us. He had to sit on the knees of the man on the back, so that he should be nice and high up when the proper moment arrived. As we neared the creek I was instructed to raise the wind-screen, the innocent one, in his ignorance of what was to follow, only saying, "Ah! That's better."

After the baptism he looked a picture, because by this time we were well coated with dust, which, mixed with water, makes a muddy concoction. However, we were not wearing coats, so that it was only a wet shirt, which dried in the brilliant sun before the Home was reached.

About 20 miles from the Home we came upon the Tennessee river, where I suggested that we should have a swim. Nobody expressed a desire to join me, but much to my dismay all came down to the water to look on, which made me wonder what would happen to my clothes before I came out again. However, I had not been in the water many moments before the great majority could not resist the enticement, and joined me. The one exception was the Chairman of the " Little Yellow Dogs," who remained on shore with his camera. I possess one of the pictures with the bathers giving the sign of the " Little Yellow Dogs," but as the others were taken during the climb across the rocks and bathing costumes are conspicuous by their absence, I refrain from publishing them. They are priceless ; and the negatives are under lock and key.



YELLOW DOGS

KNOXVILLE, CINCINNATTI, INDIANAPOLIS, AND CHICAGO.

On Thursday, June 25th, the return journey was commenced. Up at 4-30 a.m., breakfast was over by 5-30, and a start was made in automobiles for Rogersville Station. Here we took train for Bull's Gap, where, after about an hour's wait, we embarked for Knoxville. Our train stopped at every station on the line, the station buildings resembling very much an enlarged bathing machine. Usually the only other habitation visible near the railway station was the saloon, and a number of tired looking persons sitting about outside, whose only evident occupation was chewing tobacco. The country was almost exclusively devoted to growing what we know as Indian corn. Knoxville was reached at 12 o'clock, leaving us one and a-half hours

to wait for our train north, and this time was devoted to a drive round this typical Southern town. It was "some" hot day, and even riding in a motor was too much exercise for me. The tramcars were in pairs, coupled together, the front car for the white folk and the

rear one (known as Jim Crow cars) for the coloured folk. The coloured population seemed predominant in this little town, but the line of demarcation between the two peoples is very strictly observed.

Billy McHugh's Thirst Quencher.

Our party here consisted of Joe Orr, Billy McHugh, Organiser Hall, Pete Breen (the "Big Smash"), Brophy, and yours truly. In Knoxville Billy McHugh struck a brilliant idea, and bought six bottles of beer to lay the dust of the journey north to Cincinnati. He wanted to buy a dozen, but Joe Orr, evidently measuring Billy's thirst by his own, thought six would be plenty. Safely settled on the train, Billy called to the coloured waiter, and gave him half-a-dollar (about 2s.) and told him to put the six bottles of beer in a pail



THE STATION SALOON.

of ice and lock it up until he asked for it. We had dinner at 2-30, after which Billy found a seat in another part of the train and settled down to sleep. Of course, it was necessary to find a seat somewhere else if you wanted to go to sleep, because to sleep in the company of that bunch was a dangerous proceeding. Before Billy woke up Joe thought it would be a good idea to have a drink, so he called the black boy along and said, "Get out my beer!" and the beer was produced. Pete Breen was away at this particular moment, so Orr and the other two began to indulge. Pete returned as they were just finishing their first bottle, and had been speaking to them for five or six minutes before he realised with a sudden gasp that they were getting on with the drink. He immediately joined in, and there were conjectures as to "What will Billy say when he comes back and finds this out?" The bottles were emptied and carefully recorked, and Billy sent for in a terrible rush. He came back to where we were sitting, dropped himself heavily into a chair, rubbed his eyes, and a loving smile crept over his features when his eyes beheld the bottles in the bucket of ice. It was not, however, the smile that would not come off, because the varied emotions portrayed on Billy's face as he picked up first one bottle and then another, only to find they were all empty, would have made a popular film for a cinematograph. I did not know whether to laugh or to be sorry for him. For once in his life he was lost for words (and beer), and I thought a resort to tears was the only adequate way to save him from bursting. Of course, the other three were busy placing the blame from one to the other. In my case virtue met with its own reward, and I had not to bear a share of the responsibility. To make matters worse for Billy, we were travelling through a "dry" State, and it was hopeless to think of getting a drink for about another three hours. However, he survived the ordeal, and did justice to his thirst when an opportunity presented itself.

Our journey from Knoxville to Cincinnati was through beautiful country. First through the mountainous regions of North Tennessee and South Kentucky, and then through the centre of the latter State to the famous arable land where cattle is raised on the so-called "blue grass." This district is famous for its dairy produce and its race-horses. Across the Kentucky border and into Ohio, where the land is highly cultivated, we finally arrived at Cincinnati at 7-30.

Visits to Printing Houses.

The following day was devoted to visiting the "Cincinnati Times and Star," consisting of an up-to-date plant of five Goss sextuple presses. I made careful inquiry as to the staff on each machine, the disposition and duties of each man, for the purpose of comparison with English conditions. This was also done in each of the other newspaper offices I afterwards visited, and, generally speaking, I found very little difference between the staffing as practised in both countries.

We next paid a visit to the plant of the United States Printing Company, another gigantic works, similar in size to that of the

Curtis Publishing Company. I was only able to inspect the engraving and machine departments owing to the limited time at my disposal, but I gained much useful information. This company has 108 flat bed presses, Miehles, Huber, and other makes. In one room alone there were 65 machines, which will give you some idea of the size of the firm. Here, again, I noticed the familiarity existing between the genial superintendent, Mr. J. Kelly, and the workpeople, who went about their work in a cheerful manner. A novelty to me was a huge machine for varnishing work, such as the covers on the boxes of the "Old Dutch Cleanser" one notices in England. The sheets are fed by an automatic feeder into a machine that much resembles a Miehle, where they are coated with shellac varnish instead of ink. They are then delivered on to travelling straps that make a journey about four times the length of the room and back, reaching the delivery with the varnish quite dry. It was also the custom here, as at other places, for the feeders to sit at their work. The lavatory conditions are unique in that they provide a separate wash bowl, towel, soap, and lock-up cupboard for each employé. This is practical hygiene, and the example might be generally followed with advantage to firm and employé.

Our next stop was at Indianapolis, which was reached on Friday evening at 8 p.m., our journey having been through a fertile country devoted mainly to growing corn. Meetings of the combined local Printers and Assistants' Union were addressed at 8-30 and at 10 p.m., the ubiquitous automobile was produced to take me round the city, the drive on this occasion lasting until past midnight. Pride of their "home town" appeared to me to amount to a religion among Americans, and undoubtedly it is this spirit of considering their "home town" the best town in the world that has made possible the rapid development of so many of these progressive cities.

"Shaving Soap."

It was in Indianapolis that Pete Brian concocted a neat little joke against yours truly which, when told in Pete's inimitable style, always caused a hearty laugh. Indianapolis is Billy McHugh's "home town," and his brother Frank took me along to make the acquaintance of yet another and younger brother, and without doubt they are entitled to the description "The three Macs." The party went into a saloon, where we had a chat with the owner. On a shelf behind the bar I noticed boxes presumably containing shaving soap. I inquired their contents, and was told that they were only dummy boxes for the purpose of advertisement. That is what actually happened; but this is the tale as told by Pete Brian in the presence of a large company in Chicago. He addressed himself to George Berry thus: "Say, George, we took the blooming Englishman into a saloon in Indianapolis, and Frank McHugh asked us to give it a name. One said a Roger, another beer, and so on, but his blooming royal highness said 'Oh, I'll have a stick of shaving soap!'" With his caricature of my Cockney accent, he always brought down the house, and I knew it was useless to attempt an

explanation. Every time we visited a saloon after that the bartender was always requested to supply me with shaving soap.

"A Veritable Chapel."

On Saturday morning Bro. Geckler, now the Editor of the union journal, "The American Pressman," took control, and by the aid of an auto. crowded into a short time a vast amount of useful sight-seeing. Bro. Geckler, who had until his appointment as Editor been an Organiser of the I.P.P. & A.U., had arranged the details of this trip with systematic thoroughness. Our first call was at the Town Clerk's office to meet that official, who a couple of years back had been a working pressman. In his office as assistants were installed three other ex-pressmen, so that the office itself was a veritable "chapel." One of the assistants took us into the court, where we listened to the hearing of several minor cases. The procedure, and, in fact, the atmosphere, was far different from an English police-court. The judge, minus coat and waistcoat, smoked a large cigar and wielded a heavy gavel, all the other officials, including clerk, usher, and counsel, being also minus coat and vest. A case was called of a pedlar infringing some bye-law. The person accused, who was a cripple, rose from his seat at the back of the court and came forward. The judge caught sight of him, and said, "Oh, it's you, is it? Well, beat it this time, and if you come here again, look out." The body of the court looked more like the pit of a music hall than anything else, and was crowded with interested onlookers.

We next visited the co-operative stores, through which I was taken by Mr. Phillips, the manager, who explained the methods upon which the store was conducted. The venture was begun in December, 1913, with 4,000 members, Bro. Geckler being one of the founders. On February, 28th, 1914, business was commenced, and in June the membership had increased to 7,000. The store is a magnificent building, suitably adapted for its purpose, having been taken over from a large private concern which had gone out of business. Every article that bears a Trade Union label can be obtained here, and the volume of business transacted during my short stay was abundant proof of the future prosperity of this undertaking. In conversation with the manager, I learned that he had recently been in England to study the Co-operative movement, and in common with myself had many friends therein.

Headquarters of International Unions.

This city owing to its central position contains the offices of a great number of International Trade Unions. We visited the splendid building owned by the Carpenters and Joiners, where I was introduced to the President. The building also contains the International Office of the Bookbinders, and I took advantage of this opportunity to discuss matters with President Lovey and Secretary Dougherty. They mentioned the great advantage that had accrued to their union since the fusion into one large local of the separate branches in one town. We next crossed over to the office of the International Typographical Union, where I met

Secretary-Treasurer Hay. The first thing in that office to attract my attention was a large photograph of the Executive of the English Typographical Association. It was pleasant to once more scan the familiar faces of Herbert Skinner and others, looking down from their post of honour. The business system in use in this huge concern is of a most perfect and up-to-date character. A card register is kept of all particulars relating to every member, and is worked on so methodical a basis that it is a simple matter to trace any member's record in a few seconds.

The rest of our time in Indianapolis was given up to a trip through the residential district, finally landing at the depot of the Big Four Railroad in time to catch our train for Chicago.

A Meeting at Chicago.

We had instructions to stay at the Planters' Hotel, and upon our arrival Bros. Berry and Orr and several other officers of the union were waiting for us. A well-attended meeting was held of the combined local unions that evening, and I was given an opportunity of addressing the membership. To my regret and annoyance, I developed throat trouble an hour or two before the meeting, and although several remedies were tried I was only able to speak in a very indistinct voice and by a laboured effort. I was greatly disappointed with my attempt, but the boys listened very attentively and helped me out, showing their appreciation of my effort by according to me a "rising vote of thanks." After the meeting we strolled round the city until 2 o'clock, and then retired. The following day being Sunday no business arrangements were on the programme, and everyone wanted me to be his guest. George Berry would not hand me over to anyone, so formed a party, and we drove through the handsome parks alongside Lake Michigan. In the afternoon I was in the care of Bros. Dermody and Collins, both residents of Chicago, who took me for a trip through the foreign residential district. In the Ghetto it was easy to recognise the same sights, sounds, and smells as abound in Petticoat Lane in London on Sunday mornings. Dirty streets, mean houses, poor and ragged children were evident everywhere, affording a vivid contrast to the people and scenes witnessed the same morning. To compare with London, it was like spending the morning in Hyde Park and Kensington Gardens and the afternoon in Whitechapel and Hoxton.

Mr. Frank Dermody has charge of the press-room of the "Women's World," and he is generally recognised as one of the best rotary pressmen on the American Continent. His press-room is remarkable, not for its size, but for the quantity and quality of its product. The plant consists of two two-reel Goss presses and two two-colour Miehles for the cover printing, and these four machines produce a circulation of 2,130,000 per month.

At the hotel I had the pleasure of an introduction to Mrs. Dermody, and chatted to her whilst her husband went down to "talk to George." On his return he stated that he had secured permission to have me as his guest to dinner. To him belongs the claim of

being the first individual to take me out of the custody of the I.P.P. and A.U. After dinner we talked for awhile, and I was able to glean a great amount of information from Mrs. Dermody respecting the cost of living and the difference in the mode of life in England and America. We three then went for a walk, and endeavoured to visit a vaudeville house (music hall), which are open on Sunday in Chicago. Not being successful, we went to the famous Blackstock Hotel, where I was introduced to the author and artist of some of America's most famous series of comic sketches, who is known by his pen name of "Buster Brown." Here, as everywhere else, all kinds of hospitality were at once forthcoming. We stayed, examining sketches and listening to jokes, until the time came for me to prepare to leave Chicago, when we returned to the Planters' Hotel, where farewell was said to many new and good friends. It was "Au revoir, not good-bye," for I am pledged to visit this city again in the near future, and I have every intention of fulfilling that pledge and renewing the friendships then made. Bro. Berry, standing on the steps of my taxi, gave final instructions to my guide and words of advice to myself, promising to see me again in New York. We caught our train for Detroit at 12 o'clock, Billy McHugh, in his effort to obtain a last handshake, being almost too late to get off, having to make a jump for it. Bed was sought at once, and sleep soon ended a long, tiring, but most enjoyable day.

DETROIT, CLEVELAND, BUFFALO, AND NIAGARA FALLS.

We arrived at Detroit at 8 a.m., detrained, and made straight for breakfast. We met the Reception Committee at the appointed place, and found that the meeting had been arranged for 12 o'clock. The interval was occupied by a trip round the city, and here, across the Detroit river, I had my first glimpse of Canada. We had a successful meeting, amongst those attending being an old member of the N.S.O.P. & A., who had worked at Eyre and Spottiswoode's in London. I ascertained from him that he had a decided preference for America, and had no intention of returning to London.

Meetings at Cleveland and Buffalo.

We left Detroit at 2-45 for Cleveland, travelling practically the whole of the journey along the shore of Lake Erie. It is difficult to realise that this vast expanse of water is a fresh water lake, the only visible evidence being the absence of tides. As we drew near the city the sun was setting over the lake, making a picture in brilliant colours that cannot be described, but one that will always be remembered. The meeting was fixed for 8 o'clock, but as the train was late Bro. Jones (the Chairman of the "Little Yellow Dogs") had been busy initiating new members. We had a fine meeting, with plenty of fun afterwards. Next morning we visited a district where new houses were being built on ground that only needed to be bored to yield a supply of natural gas, useful for lighting and heating.

We visited the press-room of the "Cleveland Plain Dealer," which contains three single-colour, one four-colour, and one seven-colour sextuples. The colour presses are used for the comic supplements that are so popular with American newspaper readers. The balance of our time was spent in examining several press-room efficiency appliances, including an attachment to platen machines giving geared rollers, and a vacuum sheet cleaning device, full particulars of which are in my possession for the benefit of anyone interested.

We left Cleveland at 4-20, and reached Buffalo after four hours' ride along Lake Erie. Organiser Vickery was one of the party waiting at the station, and I was at once transferred to his charge. We made our way to the place of meeting, where I found not only members of the Pressmen's Union in attendance, but also members of other trades and officers of the local Trades Council. My programme provided for a stay in Buffalo until noon the following day, but we decided to leave as early as possible and have the extra few hours at Niagara. We left Buffalo on the following morning at 10-25, after a short drive round the city, arriving at Niagara at 11-5.

Niagara Falls.

As we stepped out of the station I fancied myself on Hampstead Heath on a Bank Holiday. Pestered on all sides to buy postcards,

to have my portrait taken, try this place to eat, and so on down the entire length of the street to the Falls, which are about 500 yards from the station. The first view obtained of the famous Niagara is of the rapids on the American side, and then the American Falls, but one is most impressed when the whole scene is viewed from the Canadian side. One may read all about the Falls, Goat Island, Luna Island, and the Gorge in any tourist book, and I will therefore content myself by saying that no description can give full justice to this wonderful and immense sight.

Bro. Guy Swalwell was our guide in Niagara, and in his company we visited the famous Cave of the Winds. It was necessary to remove all our clothing, dress in a suit of flannel, and over this don oilskins. Down a long spiral staircase (so long that Organiser Vickery



NIAGARA FALLS.

said someone must have cut the bottom off), across a frail wooden bridge, round the edge of the Luna Fall, and then behind the water until we stood between the face of the rock and the falling torrent, half blinded and soaked to the skin with the spray, and deafened with the noise, which sounded like a dozen double octuple presses in a big drum. As we came out beyond the reach of the spray, and stood on the rock platform 160ft. below the brink of the Fall, we could see the sunshine building rainbows on the water and turning the spray into liquid diamonds. It was an experience to be remembered. The mighty grandeur of the scene, the waters running on for ever, forcing one to realise the wonderful power of nature. The crossing and recrossing from America to Canada, in a trip round the Gorge, was like playing the schoolboys' game, Tom Tiddlers' Ground, attended as it was by the vigilant search of our belongings by the Customs officers of each nation. Owing to the day (July 1st) being Dominion Day and a national holiday in Canada, the Customs officers

were kept very busy examining the crowds who were visiting the Falls.

We finally, and I admit reluctantly, left the waterside to visit the works of the American Sales Book Company.

Sales Book Company.

We were closely questioned as to whether we were connected with any cheque book manufacturers before admittance. I was greatly interested in the really wonderful rotary presses, somewhat similar to those I had seen in the Government Printing Office at Washington, but far more complicated. These machines produce sections of traders' cheque books complete with two duplicating sheets and a carbon sheet. Later in the day, when talking about the works with the superintendent, I learnt (what I had begun to suspect when I saw the productions) that the firm is connected with the Lampson Paragon Works at Canning Town. In fact, in answer to my inquiry, the superintendent stated that these works are the parent body of the London concern. In view of certain events that transpired previously, his information will be exceedingly useful. The firm is a branch of a combine that includes practically the whole of the cheque book manufacturers of the world, and this fact gives rise to consideration of possibilities of international action, if such should be necessary.

Owing to a misunderstanding as to the time for the factory ceasing work, I was unable to address a meeting of the local membership, but in lieu thereof I had a long talk with the officers and active members of the branch.



**READY FOR A VISIT TO THE CAVE OF
THE WINDS.**

A GLANCE AT CANADIAN CITIES.

At 6 o'clock we left Niagara Falls, bound for Hamilton, Ontario. Directly we crossed the Niagara river we were on Canadian soil, in the Province of Ontario. Beautiful scenery was unfolded to view as we journeyed along the high lands and looked down into the fertile valley. A country equal to Kent, both in beauty and productiveness, except that it was on a far more gigantic scale. Great fruit orchards abounded, with apples, pears, and peaches growing profusely. In the place of the familiar hop fields of Kent were acres upon acres of grape vines, fruiting and ripening in the open. On



COMRADES.

the agricultural land the wheat was just in the ear, whereas down in Tennessee the harvest was already gathered. Rich pasture land abounded, and on every side there was evidence of prosperity.

Home Life.

Our journey to Hamilton was along the edge of a high cliff, the same cliff over which the Niagara river tumbles on its journey to the sea. Hamilton was reached at 8-15, where we were met by a local Reception Committee, including Mr. A. Churchill, an ex-member of the London Branch of the N.S.O.P. & A., who was recently employed as an assistant on the "Standard" newspaper in London, but now occupies a position as a pressman or machine minder in Hamilton. Mr. Churchill was quite comfortable in his situation, and had not the slightest desire to return to smoky London.

Bro. Savage, whom I had met as a delegate at the Convention, informed us that being Dominion Day all the hotels were full, and he offered us accommodation at his own home. This was gratefully accepted, and we at once made for the home of the Savages. On arrival, we were greeted by one of the finest samples of Canadian production in Baby Savage, 10 months old, equalling in size and appearance any child I have seen of the same age. With characteristic Canadian hospitality, baby and I made friends without the formality of an introduction, and the accompanying picture will testify to the baby's appearance and the strength of our friendship.

With great forethought and kindness, Mrs. Savage had prepared an English supper, and to me, after a long run of American food

cooked in hotel style, this was a real treat. The only other home-cooked meal I had in America was that partaken of in Bro. Berry's home, and these two instances stand out as very happy recollections. I here had an opportunity of thoroughly investigating a Canadian workman's home, and was shown all the household details by Mrs. Savage. The house is warmed in winter by a hot-water apparatus in each of the rooms, the heat being generated in a large furnace in the basement. For summer weather a large, wide verandah is provided, and the fittings include the inevitable rocking chairs and swing seats. A photograph of Bro. Savage's house is given herewith, and is typical of those occupied by Canadian and American artisans. It being a general holiday in Canada no meeting was



A WORKMAN'S HOUSE, HAMILTON, CANADA.

possible, so I spent the remainder of the evening seeking out London friends resident in the town.

Something like a Garden City!

The following morning a visit was paid to the offices of the Hamilton Labour Press, afterwards driving round the city. The much-talked-of Garden City of Letchworth is, in my opinion, not half so pretty or suggestive of comfort, or so carefully laid out and designed, as the residential quarters of Hamilton. If you will look again at the picture of Bro. Savage's house you will notice the entire absence of any fence or railing in front of or between the houses. A grass plot extends from the wall of the house to the side-walk, with no partition. It is pretty evident that the person responsible for planning the Hamilton streets and houses shared with John Ruskin a deep contempt for iron railing, and a preference for grass and trees and nature unadorned.

I was very much impressed with all that I saw in and about Hamilton.

Various Visits in Toronto.

We left Hamilton at 12-30, arriving in Toronto at 1-30. The celebration of Dominion Day was again a barrier to a meeting being held. However, I made the acquaintance of Mr. W. Hall, the Canadian representative on the Board of Trustees of the Pressmen's Home, and many of the local officers. Our first business was to call at the "Toronto News" office, where "Bill" Hall has charge of the machine department. To enable me to take a photograph of the machine staff the presses were kept standing, although they were fully plated and ready to run on. During the afternoon we visited the Labour Temple, in which most of the local Trade Unions are housed. The building is well equipped for the purpose, providing waiting-room for the unemployed and large halls for branch meetings. I was informed that a great number of men are without



IN TORONTO.

employment during the winter months, and the warm waiting-room, with billiard tables and other facilities for games and reading, is much appreciated. We visited the residential quarters of the so-called "upper" class, and also those of the working class, where the contrast is pretty much the same as in London and New York.

"Father Coaxing."

The evening was spent as an informal gathering in our room at the hotel, where several local officers came to talk over matters. Bro. Vickery, my guide in Canada, had invited his wife and daughter, and I was shown a fine example of "father coaxing." The daughter wanted some pocket money, and father, who is only at home once a quarter, readily met the request. "Bill" Hall, who was present, decided to take a hand in the game on the daughter's side, and told the girl her father really ought to have given her at least 5dols., the

same as he would give his daughter, and so on. Between Hall's banter and the girl's affectionate coaxing, the father was eventually compelled to "stump up" to obtain peace, but it was a very expensive night for him. I offered the daughter the opportunity to coax me in a similar fashion, but there was "nothing doing." Judging by this evidence, I "guess" that daughters are expensive luxuries.

The Lights of Ottawa.

The journey to Ottawa was started at 11 p.m., and ended at 7-30 the following morning. This city contains the Parliament buildings of the Dominion of Canada, and we were given facilities to inspect the building and climb to the clock tower, from which a splendid view of the city is obtained. A number of fine statues are placed in the grounds, one of which shows Labour appealing to a person named

Brown. This person when holding some office or another caused the arrest of Labour leaders for alleged conspiracy. The statue shows the appeal of the worker for "Government by the People, Free Institutions, Religious Liberty and Equality, Unity, and Progress of Confederation."



UP THE RIDEAU RIVER, OTTAWA, CANADA.

There is also a statue to ex-Prime

Minister Mackenzie, once a working stonemason, and the only workingman in Canada to hold that high office.

In the afternoon we had a very welcome change from the regular motor drive round the city. Bro. Lander had made arrangements with a member of the Pressmen's Union, who was the owner of a motor-boat, to take us for a trip up the Rideau river. For nearly five hours we travelled through beautiful scenery. For a little while I was allowed to manipulate the "brake and controller," but an attempt to bring away one of the lock gates caused my removal. At 8-30 that evening we had an enthusiastic meeting of the membership of the local unions, and afterwards paid a visit to the "Citizen" office.

We were due to leave for Montreal at 5 a.m. the following morning, and, instead of going to bed at the hotel and getting up again at 4-30, we were able to board the train at midnight and go to bed there. I soon fell asleep, and was not even awakened by the starting of the

train. When Bro. Vickery called me at 8 o'clock within one hour of our journey's end I was agreeably surprised.

Unattractive Montreal.

We landed at Montreal at 9-5, and, after arranging for our accommodation and having breakfast, we started off for a walk round the town. The greater portion of the population is French, with a large number of Italians and other Continental races, and a considerable sprinkling of Jews. It is difficult to believe that this is British territory, for all the street signs, tramcar destination boards, and other public notices are displayed in both French and English. The difference between the two main sections of the population on the questions of religion and language is very acute. We visited the market buildings, also the street markets that abound in this town, and these approximate to those found in the working-class quarters of most of our industrial towns. Many dirty streets are full of tumbledown slum property, the granite-set roads exceedingly muddy, and many of the stones lying loose as if in readiness for a street fight, while tramcar lines in many places project quite four inches above the road level. Poor, dirty, ragged little kiddies, Italians with their barrel organs, over-dressed girls, and strange-cooking smells reminded me that Sohos, Little Italys, and Whitechapels have their counterpart in other towns. I was most unfavourably impressed with Montreal, forming the opinion that it was by far the dirtiest town I had "struck" on the American continent.

In the afternoon we attended a lacrosse match (the Canadian national game) between teams of British Canadians from Toronto and Montreal French Canadians. It is a fast and energetic game, calling for speed, staying power, and keen judgment, and is played in four rounds, each of 20 minutes' duration. The French team were the better players, but I was disgusted with the unsportsman-like tactics on both sides, and when I expressed myself to one of my companions he only said, "It's all in the game." When a player secured the ball from an opponent he often received with it a wilful blow with the bat on the head or the stomach. Over a dozen players were brought to the ground, but fresh men came out to keep the teams at full strength. The onlookers, who were mainly French Canadians, were much more excited than a partisan crowd at an English football match. When a Toronto man was sleeping peacefully on the grass after a dose of kind attention administered on the stomach by a lacrosse bat, he was greeted with shouts of "Fake!" "Sham!" and so on. If the referee ordered off the man who had administered the sleeping draught he was assailed with howls and jeers, but when one of the French team was incapacitated there was an instant demand for the removal of his assailant. The referee on this occasion was a Britisher (an Irishman), who was noted for his love of a fight, like most of his countrymen, and the favourite epithet hurled at him was "Beef Trust." There was, however, very little to choose between the conduct of either team, and I quite accepted the statement that it is part of the game to see a man carried off every few minutes.

At our meeting in the evening most of the audience were British, with a few Frenchmen. At the conclusion one of the Frenchmen sang "Canada" in the French language, the others present joining in the chorus.

This ended my trip in Canada, and although my visit was a short one, I formed a favourable opinion of the country, always excepting Montreal.

On Sunday morning, July 5th, I bade farewell to my good friend and companion Bro. Vickery, and left Montreal at 8-5 a.m. for New York. We crossed the river St. Lawrence, and travelled south along the western boundary of the State of Vermont, alongside lake Champlain, within view of the Adirondack Mountains. Crossing later into New York State, passing in sight of the Catskill Mountain, we travelled for four hours alongside the river Hudson, where we revelled in splendid views of mountain and forest. New York was reached at 9-30, and Bros. Kelly, Kenny, and Guthrie were waiting my arrival.



IN HAMILTON CANADA.

BACK IN NEW YORK.

The time for my departure was now close at hand, and the remainder of my stay was fully booked up. On the Monday morning I received the following telegram from Bro. Berry:—

It is with extreme regret that I am compelled to announce my inability to bid you *bon voyage*. I hope, however, that your stay in America has been pleasant and profitable to you. Certainly your presence has been a great inspiration to us as well as a great consolation. I wish you the happiest and safest return to your native land.

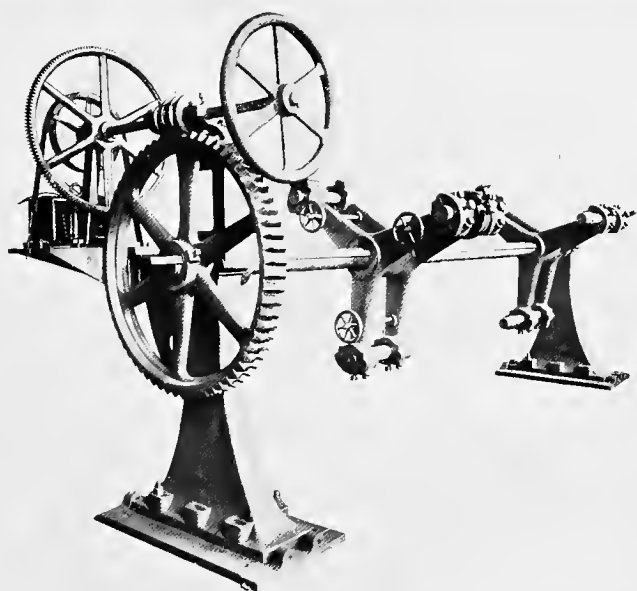
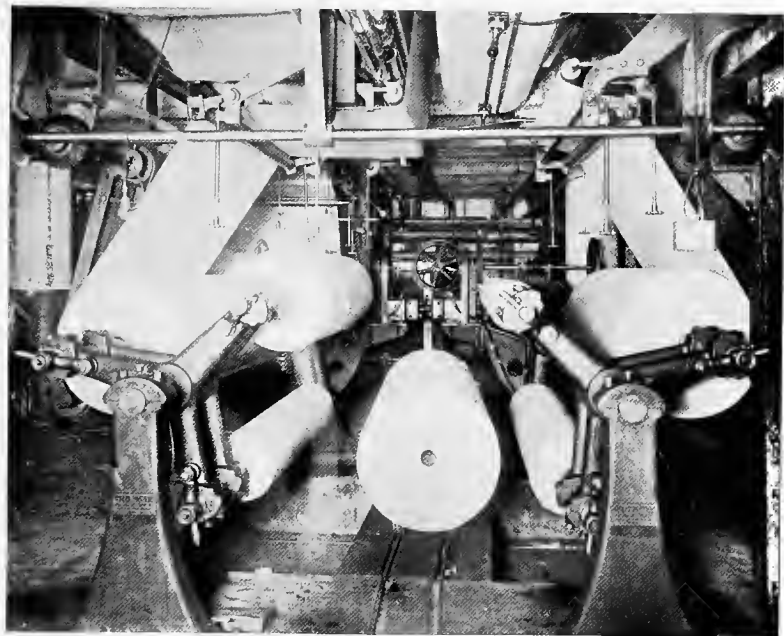
G. L. BERRY.

I was greatly disappointed at this news, as I desired to shake hands once again with this good fellow, and thank him personally for all he had done for me. However, this opportunity was denied, but my appreciation of his efforts loses none of its strength through lack of personal expression.

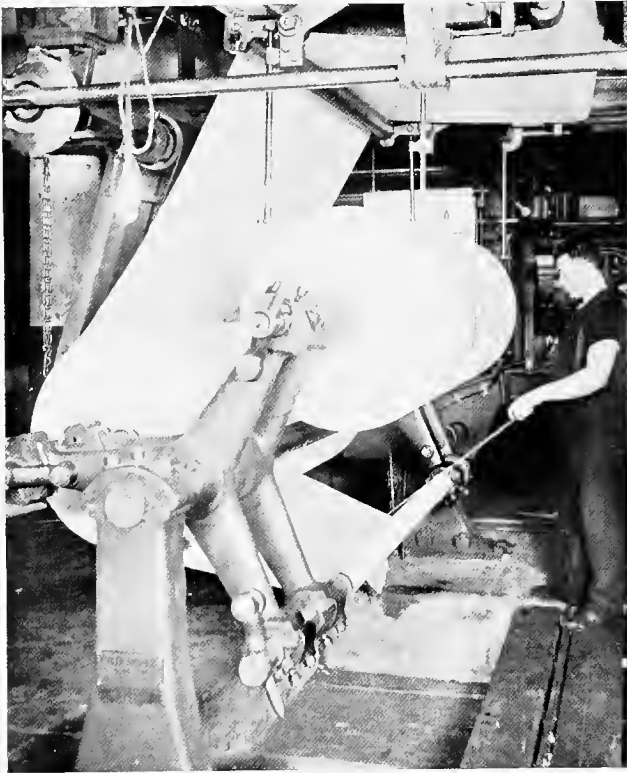
The "New York Times" Office.

During the morning I attended a meeting of the board of governors of the Allied Printing Trades Council (whose constitution is explained elsewhere in this report) and listened to the various topics under consideration. In the afternoon I paid a visit to the office of the "New York Times" to meet the mechanical superintendent, Mr. C. F. Hart, who until a few weeks previously had occupied a similar position at the "Daily Mail" offices in London. Arrangements were made for me to return in the evening to inspect the newspaper presses in operation. Meanwhile I inspected the work in the day department. Here I saw a large Cottrell open delivery rotary, and two large Intaglio presses producing the magazine pages of the "Times."

At midnight I was directed through the news press-room, and when I entered the machine-room was puzzled by the complete absence of reels, which were placed in the basement immediately below the machines. They are operated on a system known as the "Stone reels," which is an arrangement permitting a change of reels without stopping the presses. Each deck or press on each machine is equipped with the arrangement, which consists of an apparatus (as shown in photo) with a motor attachment, manipulated by the Kohler system of control. The reels require no spindle, as the ends of the arms on the stand fit into the reel shells. Each stand will hold three reels, and is rotated by the Kohler button for the purpose of changing, and also for obtaining the required tension. A heavy belt is kept running at a speed uniform with the press in close contact with the reel in use on exactly the same principle as the old "quad" machine, while tension is obtained by lifting the reel higher, and thus obtaining a greater pressure against the belt.



When the paper on the spool in use is exhausted, the machine slows down, the reel which is already pasted for joining up is brought round into the position occupied by the nearly empty spool, and without stopping the press the pasted sheet is brought into contact with the other sheet at the same moment that the impression from the belt is obtained. The two sheets run in together to a certain point, when one is broken off, and the press at once picks up speed. The photographs reproduced give a fair idea of the system. The



controller hand is placed near to the folder, whilst the tension hand is down below, and cannot possibly see the sheets running into the press. Tension is regulated by the controller hand signalling to the brake hand by means of electric lamps, and the brake hand obtains the required tension by his Kohler buttons. In addition to the saving of space in the press-room, there is less litter and mess, and the machines are far more accessible for cleaning.

This may strike our members as a complicated system, but seen in operation it is quite simple and practical. I was shown the

records of each press for many weeks previously, and they worked out as follows:—

The average number of reels used on the six presses each night was 96, and the average run of good copies per hour each press (sextuple) was 21,000. The average number of breaks each night on the combined six presses was only ten. This is a justification of the American system of promoting assistants to be pressmen, for I challenge any English newspaper office that does not follow this principle to show proof of results one-half as good.

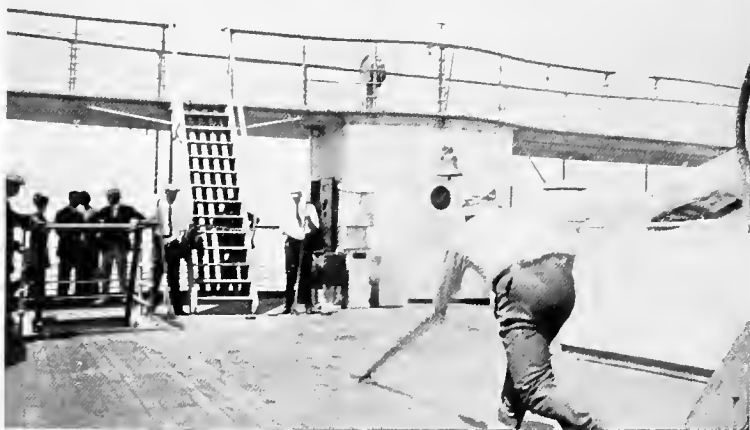
Another novelty about this press-room was the delivery of the papers. The “fly” of each press is in the room above the machine department, for the actual “fly” straps are conveyed direct to the publishing-room. The “fly” hand in the machine-room takes out the waste close to the fodder, but all good copies travel direct upstairs, and it is possible to run the “fly” after the press has stopped to complete delivery. Therefore, these presses are actually on three floors, the reels on the bottom, the press on the second, and the delivery on the third. With all this time and space saving it does not result in undermanning, for each press was attended by a greater number of men than presses of equal size in this country, although I have been told that we claim a larger staff than is the custom in America.

Farewells.

The morning of my last day was spent in visiting the famous Statue of Liberty in New York Harbour. After dinner the time was fully occupied in packing up, for while I only took away two grips I brought back three, two of which were full of books and papers, and had sent a parcel and a box in advance. At 4-30 I was aboard the “Mauretania,” and ready for the voyage. Bros. T. Kelly, G. Guthrie, T. Moran, and Donaghue were on board, and at 5 o'clock farewells were spoken and they went ashore. All was now hustle and bustle, and at 6 sharp we swung out into the stream.

HOMeward BOUND.

We started our journey in dull, dreary weather, which was most depressing. However, the following day (Wednesday) was brilliant and clear, "Old Sol" keeping us well within shade. The boat itself was not so large as the "Aquitania," but there was more room in the cabins. A great number of people were on board, all accommodation being fully booked up. Owing to the fearful heat, the speed began to fall off, consequent upon the condition of the stoke-holds, where the men were rendered prostrate. One poor fellow went mad, whilst others had to be carried on deck in a condition of stupor. Still there were passengers who had the ill grace to grumble at the delay. They had never a thought for the poor devils



SHUFFLE BOARD, SS. MAURETANIA.

slaving down in the bowels of the ship, away from the pure air and light.

"Stars" of Lesser Magnitude.

Amusements of various kinds were started on deck. In the steerage someone amused himself with selections on the bagpipes; another, evidently an Irishman, merrily tooted Irish airs and jigs on a flute, and a party of passengers gathered in a circle on the steerage deck and sang hymns. So all and sundry amused themselves as was their bent. My amusement took the form of committing to paper impressions and notes of my trip in preparation for drafting this report.

Early on the journey it was decided to have a concert in the second saloon on the last evening on board, and invitations were issued for help. We had about a "ream and a-half" of pianists on

board, some quite good, others indifferent, the remainder decidedly bad, but there was rather a shortage of vocal talent. A party of four young Americans (in England they would have been regarded as "nuts") decided to shoulder their share of the burden. They were in a cabin close to mine, and could be heard at all times practising a four-part song entitled "The Old Family Tooth Brush," and towards the end of the week were making fine progress. On the night of the concert they came to the front, full of good intentions, but with hazy ideas of starting. The pianist struck a note, the "artistes" with heads close together hummed the note in unison, and turned to face the audience. In wheeling round the "make-ready" must have slipped, for when they started some had climbed a note or two, while others had descended. It was very funny, and they themselves saw the joke. Four times they tried to sing, but



THE IRISH MAIL LEAVING FISHGUARD HARBOUR.

the tooth brush must have moulted, as they could not find the proper air. They gave the audience the heartiest laugh of the week.

"Dignity" in Uniform.

On Monday morning everyone was up early to obtain a glimpse of land. We were steaming steadily along in full view of the south coast of Ireland. Soon this was left behind, and we ran into a bank of fog in the Irish Channel. Half speed was now the order, and we continued so for a couple of hours, when suddenly the fog lifted and disclosed the Welsh coast, quite close to Fishguard Harbour. We were soon in harbour, with engines stopped for disembarking those who did not desire to proceed to Liverpool. A Cunard tender came alongside to take away the luggage, and another came for the passengers, including myself. Customs had now to be passed, and it was amusing to watch the Customs officer at his task. He would examine a box and mark it with his chalk, then, ignoring those standing round ready for examination, would walk away to

someone who was not ready. I suppose it was only his way of impressing people with his great authority, and a way of earning his wages. I am quite sure he also earned the deep and sincere imprecations I heard all round me.

Home Again.

This preliminary over, we made for the train, and found the abhorrent class distinction still in evidence. The train to London was in two sections, the first being exclusively for the first-class passengers, who were dispatched half-an-hour before the common people. Eventually we started off to dear old London, where I arrived at 10 p.m. What a treat to be again in Cockney land among the familiar sights and sounds, and once more with old friends.

CONCLUDING WORDS.

I have given at some length my impression of things as they appeared to me in America. It is not only at their trade that American workers have opportunities for advancement, for the professions also are open to them. In Chicago I met a Dr. Cotton, who had studied medicine whilst following his employment, first as an assistant, then as a pressman, finally obtaining his degree before giving up his trade. Two other members of the I.P.P. & A.U. whom I personally conversed with had studied law and had received their call to the Bar. The president of the International Photo. Engravers' Union, Bro. M. Woll, has also qualified in law and is entitled to practise as a barrister. What a boon it would be to the British Trade Union movement if some of our Trade Union officers or members, having our movement, its history, methods, practice, and desires at their finger ends, should be able to qualify in law as those men have done. We should then have an advocate knowing from personal experience a workman's life and the details of a workman's union, which, with all due deference to those who often ably represent us, would be of far greater value than the greatest amount of theory. Experience is the best teacher, and that is equally true of a legal advocate of Trade Unionism as it is of anything else. The only thing needed in America to enable a man to get on is ability. Degree of birth, position of the parents or the man himself in the social scale are of little value, but ability is the one great necessity; equal opportunities are given to all, and merit considered before any other consideration.

That we have a good deal to learn from our American brothers is undeniable, and they, in turn, might take a leaf or two from our book. The experience and information I have gained I am anxious to use in our movement. I hope to see some of the things I have mentioned adopted by our National Printing and Kindred Trades Federation, and I shall direct my efforts to that end. I am desirous of seeing our own society adopt some of the suggestions that will be laid before the membership in due course for consideration. The Trades Union Congress, through the medium of the Labour Party, would be doing work of inestimable value by securing the enactment of a law protecting the Trade Union label, similar to that in America, and thus make the adoption of the label system, with its resulting usefulness to the movement, possible in England.

Even employers of labour, I venture to assert, will find something in this report worthy of their consideration: the encouragement of ambition and inventive genius; the reward of merit; a comparison of the apprenticeship system in the light of the results and advantages secured by American employers; the principles of the Printers' League, and whether it is not really an advantage to employ union labour only; and, finally, whether the existence of a democratic and humane feeling between management and men is not far better

and more conducive to good results than the existing dogmatic officiousness of overseers and the aristocratic superiority of many proprietors and managers.

Kindred societies in our Federation might do much worse than consider this Report in the light of closer unity and happier relationship, with a view to avoiding panic legislation based upon rumour, and hasty action born either of fear or guilty conscience; to secure investigation before decision, and, finally, peaceful agreement in place of hostility. It may be that my Report will not impart much knowledge, but if it provokes new lines of thought I shall be satisfied that some good is bound to result.

Many of the points set out can and should be accomplished, and if they are achieved in any measure, from interest kindled and thought stimulated by this Report, then the action of the N.S.O.P. & A. in sending a delegate to the I.P.P. & A.U. will have been as bread cast upon the waters.

In reviewing my mission from the personal aspect, I feel confident I have accomplished even more than was anticipated, and in addition, have obtained information and inspiration to assist me in the discharge of my duty to the N.S.O.P. & A.

Yours faithfully,



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ORIGIN OF THE ASSOCIATION.—

The Printers' Medical Aid and Sanatoria Association is the outcome of a conference called by the Executive of the L.S.C. in November, 1897, to consider ways and means of securing Sanatoria Beds on behalf of the Printing Trades; also, to organise more thoroughly the Printing Industry with regard to hospital and similar collections.

Dissatisfaction had previously existed in the Trade with the red-tape methods of existing associations, especially with regard to the supplying of appliances upon the so-called half-price system, and it was thought that were the Trade to take the matter into their own hands they would be in a better position to deal with the methods adopted by a great many metropolitan hospitals.

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